

# FACT SHEET #2

## Frequently Asked Questions and Answers: Ratification

July 29, 2021

**Question: Where can I find the actual terms of the tentative agreements?**

**Answer:** The complete tentative agreements are posted on the CUPW website. Go to [WWW.CUPW.CA](http://WWW.CUPW.CA).

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**Question:** The urban tentative agreement refers to the Memorandum of Agreements (MOAs) reached at the Deerfoot facility as possible alternatives to Separate Sort and Delivery (SSD). What are these MOAs?

**Answer:** CPC is introducing Separate Sort and Delivery in facilities to address the problems of lack of space due to increased parcels. Instead of introducing SSD, the urban Deerfoot MOA provides for four letter carriers assigned to one case with two carriers on each wave. On both waves one letter carrier sorts the mail, ties out, takes sequenced mail and prepares packets and loads. Upon their return to the facility, that letter carrier will unload and prepare neighbourhood mail. The second letter carrier prepares packets, sequences mail and loads. Upon their return to the facility that employee will sort manual mail to be delivered on the next delivery day and sort neighbourhood mail.

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**Question: Is there also a Deerfoot MOA for RSMCs?**

**Answer:** Yes. The RSMC MOA provides for RSMCs to have two waves with two RSMCs sharing an A-62 case. RSMCs are also paid for all hours worked and overtime paid for all time after 8 hours per day.

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**Question: What dates are updated and why is that necessary?**

**Answer:** Some dates, like the date in Article 53 of the urban agreement, determine the type of job security provisions to which an employee is entitled. Others, such as the dates in Appendix I, determine when we are protected from contracting out. In previous rounds of bargaining the Employer has tried to change and even eliminate these provisions.

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**Question: When does my local vote?**

**Answer:** The schedule for all locals is on the union website. Go to [WWW.CUPW.CA](http://WWW.CUPW.CA)

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**Question: Will an hourly rate impact on drive time or vehicle expense?**

**Answer:** CUPW wants RSMCs to be paid on the basis of an hourly rate to ensure that RSMCs are paid for all hours worked and receive overtime in the same manner as letter carriers. Being paid on the basis of an hourly rate will not change the formula to determine the amount of drive time attributed to a route or the amount of the vehicle expense kilometre reimbursement rate which is equal to the Canada Revenue Agency's automobile allowance rate for the year.

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