

June 11, 2013

MEMORANDUM OF AGREEMENT ON THE RSMC SUITE OF PRODUCTS AND RIGHT-HAND DRIVE VEHICLES

After nearly one year of meetings and discussions, CUPW and Canada Post signed a memorandum of agreement on June 5, 2013 regarding the introduction of the RSMC suite of products, and on an addendum to the MOA signed on October 5, 2012 regarding the introduction of right-hand drive vehicles (RHD). These negotiations took place under Article 35 of the RSMC collective agreement, which deals with technological changes. The Union not only had to identify the adverse effects resulting from the introduction of the RSMC products and RHD vehicles, but it also had to ensure these adverse effects for all employees were minimized.

The memorandum of agreement includes the following highlights:

➤ **RSMC Products**

- **RSMC Reaching Device (RRD):** The parties agree that Canada Post will modify the existing RRD in an attempt to reduce the Rapid Upper Limb Assessment (RULA) score. Once modified, the RRD will be jointly tested with Golder Associates. The Corporation undertakes to develop a second generation RRD system. This second generation will also be tested jointly with this same firm.
- **Accommodation:** In the event of injuries, the Corporation shall accommodate the employee in accordance with the collective agreement. The Union will be represented by the CUPW National Director for the Region.
- **Training:** The Corporation will make every reasonable effort to reach an agreement with the Union regarding the development of the training material, peer trainer selection and the train-the-trainer process.

- **Right-Hand Drive Vehicles:** Employees who choose to buy, retrofit or modify their vehicle as a RHD vehicle will receive special allowances in accordance with the terms related to special allowances under Appendix "A" of the collective agreement, in addition to the special allowances outlined in the memoranda of agreement.

- **Vehicle Specifications:** The parties have agreed to a number of principles regarding vehicle specifications, special allowances under the collective agreement and values for delivery to rural mail boxes (RMB), using the RRD or a RHD vehicle.

- **Restructures:** The parties have agreed to extend the period that a laid-off employee remains on the recall list to 24 months, rather than the current 12 months under the collective agreement. Such employees will be offered any vacant position that arises within a 75 km radius from their current installation.

This memorandum of agreement settles all matters brought to the table by the Union that have been agreed upon. However, the parties agree to re-open negotiations under Article 35 of the collective agreement should issues arise that are not covered or are unforeseen by the memorandum of agreement.

Additional information regarding this memorandum of agreement will be sent to you in the near future.

In collaboration with Carl Girouard, Chris Pleasants et Francis B nard.

In Solidarity,



Serge Champoux
National Union Representative
Health and Safety