

RSMC Negotiations

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Approximately \$15.5 Million (2010) & \$6.72 Million (2011) to be Distributed to Membership

Representatives of the Union and the employer met on October 6, 2011 to discuss the impact Arbitrator Keller's interim decision of September 29, 2011 would have on the financial cap.

During these discussions the parties agreed on the following:

2010

- \$4.35 million will be allocated to a general wage increase;
- \$4.35 million will be allocated to increase the wages of the lower paid routes;
- \$6.8 million will be allocated to raise the amount specified in Appendix "A" paragraph 1 (f) to one cent per set of householders (up to 500 grams) per point of call.

2011

- \$2.95 million will be allocated to a general wage increase;
- \$2.95 million will be allocated to increase the wages of the lower paid routes;
- \$50,000 to apply the 2010 dental fee guide;
- \$460,000 for increased hearing and vision plan benefits;
- \$280,000 for On Call Relief Employee incentive payment;
- \$30,000 to increased boot allowance for On Call Relief Employee.

APPROXIMATE RETROACTIVE AMOUNTS

The general wage increases flowing from the interim arbitration award will result in an increase of approximately \$100.00 per daily hour for 2010 and an additional increase of approximately \$69.00 per daily hour for 2011. Although the amounts will vary from route to route depending on the number of daily hours established for the route, and the number of days worked per week, a member with an eight hour per day route, working five days per week will receive a yearly increase of \$800.00 effective January 1, 2010 and an additional increase of \$552 effective January 1, 2011. The total increase in wages for the two years for a member with these hours will therefore be \$2,152. The retroactive amounts received by individual members will have normal deductions (income tax, etc.) made from them.

The amounts to be allocated to the lower paid routes will be retroactive. The parties are in discussions to determine which routes will be included in the lower paid routes. Although the hourly rate used to determine whether a route is included in the lower paid routes will be higher

than it was for the previous round of bargaining the figure established following the last round was \$ 13.04 per hour.

The increase in payments for the delivery of householders up to 500 grams will also vary from route to route. However, as the increase awarded by the arbitrator doubles the amount now specified in paragraph 1 (f) of Appendix "A", members can generally expect to receive a yearly increase which is equal to the amount received for 2010. For example, if a member received an amount equal to \$500.00 for the delivery of householders up to 500 grams in 2010 he or she can generally expect to receive an additional \$500.00 for 2010, with the increased rate also being applied to the delivery of householders up to 500 grams in 2011.

The \$280,000 allocated as incentive payments to On Call Relief Employees in 2011 means that approximately 280 On Call Relief Employees will each receive a payment of \$1,000.00 in 2011, once they have reached one year of service as an On Call Relief Employee.

UNION WORKING TO INSURE QUICK PAYMENT OF INCREASES

The Union wants to have the interim increases in the pockets of the membership as soon as possible and to that end has begun discussions with the employer. As more information is received from such discussions members will be informed.

ADDITIONAL MONIES FORTHCOMING

As part of their discussions to determine the financial cap implications of the interim arbitration award the Union and the employer also determined that there is approximately \$8.30 million and \$8.28 million remaining to be allocated for 2010 and 2011 respectively.

Depending on how the arbitrator rules on the parties other financial proposals for 2010 (recognition payments, child care funding, reconciliation fund) and 2011 (dental plan, maternity and adoption leave allowance, increased vacation leave entitlement, sick leave and a drug plan, among others) there may still be money available from the financial cap for wage increases above those provided for in the interim arbitration award. As well, there are still a number of non-financial issues (right to transfer, technological change, etc.) with which the arbitrator must deal.

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SHOP STEWARDS

Bring this information to the attention of the members during regular weekly shop floor meetings.

Solidarity,



Donald Lafleur
4th National Vice-President & Chief Negotiator

2008-2011/Bulletin # 494

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