

RSMC Negotiations

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Interim Arbitrator Award

In an interim award dated September 29, 2011 the interest arbitrator has distributed some of the monies available from the financial cap for 2010 and 2011, as follows:

- 1) Wages to be increased by a total of \$ 8.7 million dollars effective January 1, 2010 and an additional \$ 5.9 million effective January 1, 2011. The arbitrator accepted the Union argument that fifty percent (50 %) of these amounts should be allocated to all route holders on an equal basis while the remaining fifty percent (50 %) will be allocated to those members with the lowest paying routes. The amounts of \$ 8.7 million and \$ 5.9 million are inclusive of employment related costs, such as necessary pension contributions.
- 2) Dental Plan - the 2010 fee schedule will apply as of October 29, 2011.
- 3) Vision & Hearing Plan – as of November 29, 2011 the Hearing & Vision plan is to be amended to reflect the following changes – a life time maximum of \$300.00 for laser surgery, a maximum payment of \$ 300.00 in each four year period for covered vision care expenses and a maximum payment of \$ 750.00 every sixty (60) months for hearing aids. The changes will be effective January 1, 2011.
- 4) Boot allowance for On-Call Relief Employees will be raised from \$ 180.00 per year to \$ 240.00 per year.
- 5) Every active On-Call Relief Employees who remains an On-Call Relief Employee for one year shall receive an annual payment \$1,000.00, with the first payment being made to On-Call Relief Employees who have been

On-Call Relief Employees for at least one year as of January 1, 2011.

- 6) The payment for householders under 500 grams will be increased by half a cent effective January 1, 2010. According to the figures provided by the employer during the arbitration this increased payment for householders under 500 grams will result in the allocation of approximately \$ 6.5 million. As there are approximately 6,700 RSMC members the average annual increase per member will be approximately one thousand dollars (\$1,000.00).

Parties to Meet to Resolve Impact on Financial Cap

In allocating the above amounts the arbitrator also ordered the Union and the employer to meet within one week of his award to determine the cost of the interim award and the amount of money remaining in the financial cap for each of 2010 and 2011.

Payments Long Overdue

During the negotiation/mediation/arbitration processes the Union made a number of requests to the employer's Chief Negotiator and the Chief Executive Officer of Canada Post to have some of the monies available in 2010 and 2011 distributed to the membership on an interim basis. In each case the employer representatives, showing their true attitude to the concerns of the membership, flatly rejected the Union's request. While the Union is pleased that the arbitrator has issued his interim award, freeing up some of the monies available in 2010 and 2011, the fact remains

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that if the employer would have been more reasonable during the recent negotiations these interim payments could have been in the pockets of the membership much sooner.

A Number of Issues Remain to be Determined

Although the arbitrator has dealt with a number of the issues that separated the parties there are still a number of both monetary and non-monetary issues that must be finalized. For example, the arbitrator must still rule on monetary issues such as a drug plan, maternity and adoption leave allowance, child care fund and the parties' proposals on a reconciliation fund. Non-monetary issues include protections against the introduction of technological change, job security and improved transfer provisions.

Solidarity,



Donald Lafleur
4th National Vice-President &
Chief Negotiator

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Bulletins available on eDigest

Members who want to access bulletins as soon as they are sent out by the Union may do so by signing up for the eDigest at www.cupw.ca/edigest

Shop Stewards

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

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In the Matter of an Arbitration

Between

Canada Post Corporation [Employer]

And

Canadian Union of Postal Workers [Union]

And

In the Matter of the RSMC Contract Reopener.

Before: M. Brian Keller, Arbitrator

Appearances: Mary Gleason and Karen Jensen, for the Employer

Bernard Phillion, for the Union.

Hearing in Ottawa on various dates.

INTERIM AWARD

For reasons to follow, I award as follows:

Wages

1. Increase wages by \$8.7 million effective January 1, 2010.
2. Increase wages by \$5.9 million effective January 1, 2011.

The above wage increases are inclusive of all employment related costs and are to be paid on a 50/50 basis. The above increases to wages does not preclude an additional wage increase when the final award is issued.

Article 33 is to be amended only as required to reflect the new wage rates and implementation dates.

Dental Plan

Within 30 days of the date of this Interim Award, the 2010 dental fee schedule shall apply.
Language as proposed by CPC Global Offer, dated June 12, 2011.

Hearing and Vision Plan.

Within 60 days of this Interim Award, the plans are to be changed as provided at tab seven, CPC Global Offer, dated June 12, 2011.

On – Call Relief Employees.

Appendix E – increase boot allowance to \$240.

New: every active on – call relief employee who remains an on – call relief employee for one year shall receive an annual payment of \$1000. The first payment shall be made to all active on – call relief employees who have been and on – call relief employee for at least one year as of January 1, 2011.

Householders

Increase the variable pay for householders under 500 g by half a cent effective January 1, 2010. Language, as provided, at CPC Global Offer dated June 12, 2011, tab three.

The parties are to meet within one week to determine the cost of this Interim Award, as well as money remaining and they are to inform me of these amounts. In the event they cannot agree, I am to be notified immediately to deal with the issue.

I remain seized as required.

Ottawa, this 29th day of September, 2011.



M. Brian Keller, Arbitrator