



RSMC Negotiations 2012 equality, respect, progress

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UPDATE ON NEGOTIATIONS

The Union and the employer have recently had a number of meetings to discuss some of the proposals being made by the employer in the current round of negotiations. A brief explanation of the employer proposals, and the Union's response, follows.

On-Call Relief Employees

The employer has recently provided details concerning its proposal to amend the usage of On Call Relief Employees at Canada Post. Canada Post is proposing two types of On Call Relief Employee at Canada Post. The first type of OCRE would be used in larger installations (or groupings of installations) where the cumulative amount of yearly annual leave entitlement by the route holders within the installation would provide a sufficient amount of work to the OCRE. These OCRE would be similar to the Relief Employees found in Group 2 of the Urban Operations collective agreement in that they would be hired on a permanent basis and have the provisions of the collective agreement applied to them. The second type would be similar to the current OCREs, who are offered work on an as needed basis and not entitled to all the provisions of the agreement.

The Negotiating Committee will continue to discuss this proposal with the employer in order to obtain additional information. We will also continue to raise our demands on relief employees and replacement workers, which include an employer obligation to cover all absences of route holders and to hire, train, call and pay replacement workers.

Determination of Work Day and Equitable Compensation

In its proposal the employer has proposed both a method of determining how the work days of individual RSMC members would be determined and a compensation scheme that would provide equal pay to RSMC members based on the number of hours worked per day. In the employer proposal each of the activities performed by RSMC members would be given a

money value. This value given to each activity would then be multiplied by the number of times each day the activities were performed. The addition of these individual multiplications would then provide the wage for the length of the individual work day, with a standardized rate of pay.

The Union requires additional information in order to determine if the employer proposal will benefit the membership. Included in this Union determination would be factors such as the application of a standardized national hourly rate and the requirement that any system established through negotiations creates, as much as possible, eight hour routes.

Establishing an hourly rate is a priority for the union and per piece payments that entice workers to want work to be added to their work day is unacceptable. RSMC daily hours as stated in the schedule A are arrived at by applying a work measurement system that was included in the union's language submitted to arbitrator Keller.

Draft Collective Agreements

The Union has sent copies of a draft collective agreement and the STDP to all Locals. This draft contains the changes made to the collective agreement as a result of the Keller interest arbitration decisions. It will allow Local Executive Committees and shop stewards to ensure that the membership receives the full benefit of the changes to the collective agreement while the official copy is being printed and distributed in accordance with clause 31.02.

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SHOP STEWARDS

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

Solidarity,



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