

## Arbitration on Loading and Unloading Times

Following Arbitrator Burkett's decision on May 25, 2023, the parties agreed to a Memorandum of Agreement (MOA) as well as amendments to Chapter 7 of the LCRMS.

The MOA does not grant retroactive payment as of the date of implementation of a restructure for grievances relating to loading and unloading time. This aspect is also covered in Arbitrator Burkett's decision. However, there was no dispute concerning the retroactive payment as of day one of the 13<sup>th</sup> week. As a result, for grievances filed prior to the signing of the MOA, payment must be retroactive to the first day of the 13<sup>th</sup> week.

As of the signature date of the MOA, payment is retroactive to the date of implementation of a restructure.

In addition, CUPW is entitled to one Union observer paid by the employer during the stopwatch exercise.

Any grievance that relates to aspects other than the retroactivity of payments to the date of implementation of a restructure will be resolved according to the new wording of Chapter 7 of the LCRMS, so don't close these grievances.

### Changes to Chapter 7 of the LCRMS

Addition concerning the time to obtain the vehicle: "Each route within a depot will be credited time to obtain the vehicle based on the average of all types of routes sampled."

Replacement of "or" by "including" in relation to the time to unload a vehicle: "[...] sample, [...] a random selection of 20% of the routes **including** a minimum of one (1) route from each [type]."

Addition of the following: "Each route within a depot will be credited for loading time based on the average of all types of routes sampled."

Addition of the following note: "The transfer of carded items to Retail Postal Outlets must be timed as a distinct activity factored into the average load times of the routes to which these transfers are designated. The timing for this activity will be determined based on the number of Retail Postal Outlets associated with the route to which the transfer of carded items has been assigned."

Amendment specifying that unloading time commences when the vehicle arrives "**at the property line**," instead of **at the dock**.

Addition of the following: "Each route within a depot will be credited for unloading time based on the routes sampled within the same groupings of activities."

Addition of language to determine whether or not a stopwatch exercise is needed.

Amendment regarding the loading and unloading timing exercise, which shall be carried out “**no later than 12 weeks** after the restructure’s implementation,” instead of **8 to 12 weeks** after implementation.

In Solidarity,



Martin Champagne  
4<sup>e</sup> vice-président national / 4<sup>th</sup> National Vice-President

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