



## **RSMC BARGAINING UPDATE: HOURLY SYSTEM (*continued*)**

In the last bulletin, we laid out some of the big issues left to be resolved in our discussions with CPC on a new hourly rate system.

There are other problems that still need to be addressed to ensure the new system protects members' health and safety and job security.

### **Automated Volume Counts**

The Employer wants to introduce automated volume counts into the new system to determine workload on RSMC routes. This could lead to many problems: Non-machined mail could be incorrectly counted. Mail could be credited to the wrong route. And RSMCs could have to work at an unsafe speed to complete their work in the assessed time.

Without an effective process to verify volume counts, RSMCs' route values could be calculated incorrectly. This would have a severe impact on their daily workloads.

### **Validation Process**

Most of the time values and work methods that we agree to during this round of bargaining will have to be validated.

As of now, we have not agreed with CPC on what this validation process will look like.

We need to make sure that the validation process has an appropriate scope and that the Union is involved throughout. Otherwise, the Employer could have the power to change the time values and work methods to its advantage.

### **More to Come**

The Hourly Rate and Work Content Committee has worked far too hard and far too long to end up with time values that will undermine RSMC health and safety and job security. The Negotiators will accept nothing less than what we deserve.

We will provide more updates in the coming weeks.

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In Solidarity!

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