

THANKS FOR THE HARD WORK – NOW FOR THE ROLLBACKS!

At the workplace CPC management has been posting messages congratulating employees for processing and delivering record numbers of parcels. But at the bargaining table the same management has been presenting a long list of Rollbacks that they want to impose on both urban and rural postal workers. Here is what they have demanded.

BENEFITS

It is in the area of extended healthcare and disability insurance benefits that management is making proposals for major rollbacks that would eliminate entitlements for family coverage and raise the cost for all employees and retirees.

BENEFIT	RSMC	URBAN
Extended Health Care Plan Employee Contributions now 5%	Maintain 5%	Raise premiums to 25% Additional Annual Cost \$400
Retiree Health Care Plan – retiree premiums now 35%	Not applicable – RSMCs currently not entitled to retiree health care benefits	20 years of service 80% - Increase in annual cost: family \$1080.46 single \$598.47
		25 years of service 65% - Increase in annual cost: family \$720.03 single \$398.98
		30 years of service 50% - Increase in annual cost: family \$360.16 single \$199.49
Physiotherapy (now no maximum) – Family coverage included	Maximum \$400 per year – no family coverage	Maximum \$800 per year – no family coverage
Disability Insurance (DI) – Indexed against inflation	No change to current extended disability plan	Eliminate annual indexing – no protection from inflation

WAGES - URBAN

For full-time urban employees management wants to impose a “pay-in arrears” pay system. Introducing this system, which is already in effect for other urban and rural employees, would result in all full-time members effectively missing a pay period and having to go for four weeks without a pay.

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Management also wants to reduce the lower pay rate imposed in the last collective agreement and take away the right of temporary employees to any wage increase for the entire duration of the next collective agreement.

WAGES - RSMC

For RSMCs management want to keep the current compensation model. They are still refusing to pay RSMCs for all hours worked.

Changes they are proposing include:

- Adjust the sort value
- Make changes to the drive time
- Introduce a parcel payment program
- Adjust business values
- Give incentives for additional work on other routes.

MORE TO COME

Already management has signaled that they plan to come with many more rollbacks to attack our rights, benefits and pensions. This is the reward we get for delivering record volumes of parcels and generating \$200 million in profits.

WE HAVE BETTER IDEAS

Your Negotiating Committee has informed CPC that we are not at all interested in their ideas for rollbacks, reductions and great inequality. Our program of demands calls for full equality and improvements in wages, benefits, rights and working conditions for all members. That is our mandate, we are determined and with your support there is much we can achieve.



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Chief Negotiator – Rural Unit

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