

# RSMC BENEFIT IMPROVEMENTS


	Current Benefit	Tentative Agreement Benefit
Hearing Aids	\$500 every 5 years	\$1000 every 5 years
Out-of-country Healthcare	\$100, 000	\$250, 000
Major Dental	\$1500	\$2000
Acupuncturists	\$300 per year	\$600 per year
Chiropractor	\$300 per year	\$600 per year
Electrologists	\$10 per visit	\$20 per visit
Massage Therapists	\$200 per year	\$400 per year
Midwives	\$200 per year	\$400 per year
Naturopaths	\$300 per year	\$600 per year
Osteopaths	\$250 per year	\$500 per year
Physiotherapists	No Maximum	No Maximum
Podiatrists and Chiropodists	\$250 per year	\$500 per year
Psychologists – Social Workers	\$500 per year	\$1000 per year
Speech Therapists and Speech Language Pathologists	\$300 per year	\$600 per year


## RSMC Paramedical Benefits Double

As can be seen in the chart above, the tentative agreement doubles all paramedical benefits for RSMCs, with the exception of physiotherapy, which remains status quo. This brings the RSMC extended healthcare benefits to the same level as urban operations. This is an important gain for RSMC members and one step towards equity.

## Total Compensation to be Reviewed by Joint Pay Equity Committee

A key part of the pay equity review process is looking at total compensation for RSMCs versus letter carriers, and as part of this comparison the pay equity review committee will be looking at “productive rates.” The ‘productive rate’ includes all pay and benefits and then factors in pay for time not worked such as paid breaks, vacation time and other paid leaves. To review total compensation it will be necessary to look at all aspects of RSMC work and the compensation for that work.

  
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