



September 8, 2017

ARBITRATOR FLYNN KEEPS PAY EQUITY ON TRACK

On August 28, the parties met with Maureen Flynn, the arbitrator appointed under the RSMC Pay Equity Memorandum of Understanding (MOU). In dispute was the methodology to be used to determine the pay equity wage gap, sometimes referred to as the Total Compensation methodology.

CUPW presented our proposed methodology in March 2017, which Canada Post rejected immediately. In June and July, Canada Post presented parts of their proposal. As of August 10, they were still unable to answer our questions on their proposal. Because of these delays, we asked for a hearing with Arbitrator Flynn.

On Monday August 28, Canada Post provided a document, which laid out the number of witnesses they intended to bring regarding their methodology versus ours. In total, they were going to need at least 10 hearing days to put in their evidence. We objected stating that most of the evidence is irrelevant and this will delay the completion of the study.

Arbitrator Flynn heard our concerns about a possible delay and has issued an order which will keep the parties on track with the MOU.

The MOU has 3 parts. The first is the study ending with a report of the consultants. The second part is negotiations, which are set to end at the end of December.

The final phase (if necessary) is arbitration in front of Arbitrator Flynn. According to the MOU, she is to provide the parties with 10 hearings days during the first three months of 2018.

She is then to write a decision by the end of March.

THE ORDER

Arbitrator Flynn has ordered the consultants to submit their report by October 16. If they cannot agree on the report, they can submit separate reports. After October 16 we will enter into negotiations, Arbitrator Flynn has offered to mediate any issue during this period.

She has provided arbitration dates for the months of January, February and March but has reserved the dates in March to write her decision. She is determined to complete the arbitration by February 23 and render her decision by March 31, barring exceptional circumstances.

The arbitration dates are:

- January: 9, 10, 11, 12, 19 & 26
- February: 19, 20, 21 & 23
- March: 1, 15, 21 & 22

We are encouraged with this order and that we will meet the target date for completion by March 31. Keep reading our bulletins, we will keep you posted on our progress.

In Solidarity!

Nancy Beauchamp
Pay Equity Committee

Barb McMillan
Pay Equity Committee

Cathy Kennedy
Pay Equity Committee

2015-2019 / Bulletin No. 272

CK/bt cope 225