

# RSMC: NEB MINORITY REPORT

Sisters and Brothers

*At the outset of this report we want to acknowledge the hard work and dedication of the members of our negotiations committee. Their efforts have resulted in an agreement reached with the employer to implement a historical Pay Equity Process for all RSMCs. This process, which is outside of the collective bargaining process, has firm guidelines and a solid time table and will confidently bring an end to the decades of pay discrimination endured by rural workers.*

*In regards to the tentative agreement, for the following reasons we are recommending members of the Rural and Suburban Mail Carriers bargaining unit vote NO to accepting the recommendation of the majority of the National Executive Board (NEB) on the tentative agreement for the RSMC bargaining unit:*

The RSMC’s have faced far too much financial impact at the hands of Canada Post Corporation. The loss of the red-circle amount in January 2016 has been financially devastating to many RSMCs.

The reality in some parts of the country is very different than in other areas. In some areas the density of population dictates higher mail volumes, ad mail, and Personal Contact items. This means that many RSMCs put in long hours in excess of their Schedule A. The current non-pensionable variable model does little to compensate these RSMCs for all hours worked. Many of these RSMCs currently have sequenced mail. This tentative agreement contains changes to Appendix A which will include a reduction in time value for sequenced mail. Restructures and re-alignments are occurring in unprecedented numbers, and are resulting in further financial impact to RSMCs as routes are being reduced to 5-6 hours per day. New routes are being created due to these reductions. If an RSMC currently is a route holder on a 5-6 hour route and the new time value is introduced for sequenced mail, these RSMCs could either face further financial hardship or the potential of becoming over complement. This tentative agreement does not supply guaranteed minimum hours or job protection for RSMCs.

**Shelley Sillers**  
*Interim National Director, Ontario*

A major issue was the sequenced mail. When routes are sequenced, RSMC's will lose 22-32% of their sortation value which comes out to almost \$400 per week. 1% and 1.5% wage increases do not make up for that loss. Even though the tentative agreement states management will not start implementation until after January, all the employer has to do is provide notice of a restructure.

This round saw RSMCs still not getting proper time values or an hourly rate when they exceed their Schedule A hours, especially over the winter/Christmas period. Many RSMCs go in on Sundays for the \$1 per parcel so that they are not working 12-16 hours on routes that are scheduled 5-7 hours based on the schedule A. When you compare Mobile LC routes to RSMC routes there is very little difference and MLC's get additional pay to finish their routes and RCMC's are still expected to work for nothing.

The dollar per parcel system is really just working for free. If the RSMC work is not going to be measured then the rate per parcel needs to be significantly higher. To make matters worse this payment is not pensionable.

When it comes to prep time and time values RSMC's are still not getting all the values for the work they do i.e. flyers prep time, proper sortation values, etc.

Without an employer provided replacement, when an RSMC returns from a personal day often the mail from the previous day is still in their case; it has been sorted but not delivered. They are then required to go out and deliver two days’ worth. RSMC's do it all no matter how long and with no chance of additional compensation. In the case of urban members, they are paid overtime or extended hours to perform this work.

Important Health and Safety language was not negotiated this round. Within the urban collective agreement is the right to refuse (article 33.13) which is significantly stronger language than what is found in the language in the labour code. RSMC can only rely on the labour code to refuse unsafe work.

**Jan Simpson**  
*1<sup>st</sup> National Vice President*

Apart from the Pay Equity Process, the 2015-16 round of bargaining should have ended only when RSMCs, for the first time since joining CUPW in 2004, saw real and substantive changes to their wages and working conditions. After all, the entire NEB had set as one of the four major objectives going into this round of bargaining:

*“We intend to achieve real equality between urban and rural postal workers”*

The Board’s speaking notes stated to RSMC members during demands ratification votes that they perform the same work as Urban members, often working in the same facilities and that there was no excuse why RSMCs should not have the same wages, benefits, rights and working conditions as their Urban sisters and brothers.

Instead of this round of bargaining concluding with a tentative agreement that included substantive changes, most RSMC members will see a status quo collective agreement that still leaves a huge divide between their everyday realities and the working conditions of their urban sisters and brothers. Unfortunately the efforts of our negotiators and the National Executive Board will have fallen well short of the mark expected and needed by RSMCs.

## Demand # 12

*RSMCs to receive the same conditions as urban employees while addressing the issues raised in demands 75 to 85.*

This demand was so important to the entire program of demands that it was actually referred to twice! Achieving this demand would finally have RSMCs on par with urban workers. With so much determination, this was going to be the year for change. No more being treated like a contractor when it came to providing your own vehicle in order to perform your job. No more not being able to take a holiday with your family or grieve the loss of a loved one because you, not the employer, had not found someone to relieve you. And no more knowing that your employer could, on a whim, decide that you are no longer required and simply restructure away your job leaving you without any job security. All these and more were included in this demand which, by this tentative agreement, are largely left unrealized.

**Jeff Callaghan**  
*National Director, Atlantic*

Postal workers know full well that our employer has never given us anything freely except hardship and grief. The wages, benefits and protections we enjoy today were only achieved through the collective grit, determination and strength of the membership who came before us. We should not be under any illusion that any improvements going forward will be achieved through any other way.

Sisters and brothers, this is the time, with no more Harper government, a favourable court decision on Bill C-6, massive public support across the country, and overwhelming support of the members for their demands, to make real change. RSMCs have waited long enough. By voting No RSMCs will be sending a strong and emphatic message to Canada Post and the government that they are prepared to use their collective strength and solidarity to achieve more than just the status quo.