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## PROMOTIONS / DEMOTIONS AND ACTING ASSIGNMENTS

We are still working with Canada Post on the Article 35.08 review, as it is still not complete. While monitoring the review, it has come to our attention that some errors occurred when supervisors were inputting acting assignments as they were inputting these as promotions. This would have a negative impact for our members as it would change the members anniversary date for the annual pay increment and may wrongfully create an overpayment situation.

The rule for acting assignments is as follows: "A regular employee can act in a function having a higher maximum rate of pay for a temporary period. In these cases, the promotion calculation is used to determine the acting rate of pay. In the case of acting promotions, the anniversary date of the employee does not change."

If you accept an acting assignment with a higher rate of pay, please ensure that your supervisor enters it correctly and ensures that it does not impact your anniversary date.

If there are any discrepancies on the review of your pay, please contact the undersigned. You can also contact AccessHR by phone at 1-877-807-9090 or by email, [accesshr@canadapost.ca](mailto:accesshr@canadapost.ca). Please ensure to include a reference to Article 35.08 in your email subject line, so they can review and respond to your request as quickly as possible.

For a detailed summary of the proper application of Article 35.08, please refer to Bulletin #084, published on February 20, 2020. It can be found here: <https://www.cupw.ca/en/pay-increment-update-and-pay-outs>.

In solidarity,

Joanne Gomercich  
National Union Representative, Grievance and Arbitration

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