

Bulletin #304

October 8, 2021

PAY EQUITY: FINALLY SOME DATES AND PAYMENTS FOR RETROACTIVE BENEFITS OWED AS A RESULT OF A WORKPLACE INJURY

In our bulletin released on April 1, 2021, we reported that the committee tasked with the implementation of Arbitrator Flynn's decision was frustrated with the slow progress of this file.

After 3 years, we have finally obtained timelines spread out over the following three phases:

PHASE 1

Members in the provinces of Nova Scotia, New Brunswick and Saskatchewan will be the first to receive retroactive payment for work-related injuries that occurred between 2016 and 2019. These are the provinces for which the provincial workers' compensation board will not be issuing adjustments as a result of Arbitrator Flynn's decision, as it is not part of their obligations under their policy. However, in the interest of fairness, Canada Post has made a commitment to make this adjustment directly.

Since most workers' compensation boards' payments are not taxable, Canada Post will increase the amounts by 36% (the average of the three provinces' tax rates). Each employee will receive a letter of explanation from Canada Post regarding the payment to be received.

Payments will be made within the next two (2) weeks.

PHASE 2

In Newfoundland, Ontario, British Columbia, Prince Edward Island and Manitoba, the workers' compensation board will receive, by October 21, information from Canada Post about the wage adjustments that RSMCs have received in relation to the pay equity decision. It will then be up to each of the boards to process the information and issue payments to the RSMCs. Each employee will receive a letter of explanation from his or her board regarding the payment to be received.

The boards will receive the information by October 21, 2021.

PHASE 3

Workers’ compensation board in the provinces of Quebec and Alberta will receive, by November 4, information from Canada Post regarding the wage adjustments that RSMCs have received in relation to the pay equity decision. It will then be up to each board to process the information and issue payments to the RSMCs concerned. An explanatory letter from your commission will be sent to you explaining your payment.

The boards will receive the information by November 4, 2021.

UPCOMING INFORMATION

The Union has asked Canada Post to pay interest on the amounts that have been outstanding for 3 years. We are waiting for a response from the employer on this matter.

In Solidarity,



Carl Girouard
National Grievance Officer



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Implementation Committee



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