

PAY EQUITY: UPDATE ON RETROACTIVE PAYMENTS FOR EMPLOYEES ON WORKERS' COMPENSATION

In our last bulletin published on October 8, 2021, we informed you of the deadlines by which Canada Post was to send information to the various workers' compensation boards in the provinces where CUPW members are awaiting a pay adjustment related to a work injury that occurred after January 1, 2016.

In that bulletin, we mentioned that members would receive a letter from their workers' compensation board informing them of the processing of their application for changes to their pay, and that they would of course receive a payment that takes into account the pay adjustments arising from the pay equity decision issued by Arbitrator Flynn in 2018.

Here is an update on the situation.

PHASE 1

Phase 1 focussed on the provinces of **Nova Scotia, New Brunswick** and **Saskatchewan**. Canada Post made all the payments for a total of 125 files processed.

PHASE 2

Phase 2 was for **Newfoundland** (10 files), **Ontario, British Columbia** (113 files), **Prince Edward Island** (6 files) and **Manitoba** (23 files). Information was to be received by October 21, 2021 at the latest.

However, WSIB from **Ontario** advised they do not have the resources available to complete this work at this time. They are slowly working through some cases weekly and will provide additional resources to complete the work in the New Year. We have 492 cases in total for Ontario. The last files were forwarded on November 30, 2021.

PHASE 3

Phase 3 was supposed to conclude the whole process with the provinces of **Quebec** and **Alberta** and with Canada Post sending the required information, by November 4, to the respective provincial workers' compensation boards.

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PHASE 3 (cont.)

However, for Quebec, cases are transitioning from CPC to Employment and Social Development Canada (ESDC) and then from ESDC to the provincial occupational health and safety board (CNESST). At the request of ESDC and CNESST, CPC is sending batches of 18 cases at a time. Once they complete a batch, they request the next one. It has been taking them about a week to get through a batch. There are only three (3) batches left to be sent, from a total of 171 cases for Quebec.

We understand your impatience to receive payment, but neither Canada Post nor the Union can intervene or speed up the process. Provincial workers’ compensation boards are in control of what happens next and dictate the course of action.

INFORMATION STILL TO COME

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

In Solidarity,



Carl Girouard
National Grievance Officer



Nancy Beauchamp
Implementation Committee



Barbara McMillan
Implementation Committee

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