



August 31, 2018

The End of Pay Equity Mediation

Yesterday, August 30, was the final meeting in our attempts to negotiate all the terms for implementing the pay equity settlement that were not settled in Arbitrator Flynn's May 31 decision. Today is the deadline, after which all remaining issues are to be settled by Arbitrator Flynn.

Agreements

We've certainly made progress in these ninety days, but we don't have agreement on everything. With Arbitrator / Mediator Flynn's assistance, we have reached agreement between CUPW and Canada Post Corporation on the following issues (retroactivity is from January 1, 2016):

- Neighbourhood Mail, aka Admail (retroactive)
- Long-Term Disability Plan coverage
- Marriage, Birth and Adoption Leave, Leave for Other Reasons, Court Leave, Personnel Selection Leave, Examination Leave, and Career Development Leave
- Life Insurance and Death Benefit
- BC Provincial Health Care Premium
- Isolated Post Allowance
- Glove Allowance
- Displacement Allowance
- On-Call Relief Employees wages
- Lock changes (going forward, RMS pensionable time)
- Personal Contact Items (compensation and RMS pensionable service)
- Rest Period Allowance (pensionable)

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Issues Still in Dispute

These remaining issues are now in Arbitrator Flynn's hands:

- Direct Wage Gap (for retroactive compensation and going forward) – the arbitrator will also determine whether the wage gap needs to be adjusted based on a relative comparison of the Letter Carrier Route Measurement System with the RSMC Route Management System.
- Paid Breaks
- Eligibility for Post-Retirement benefits, including Dental
- Pre-Retirement Leave
- Vacation Leave
- Permanent Relief Employee wages
- Maintaining Pay Equity

We will provide more details and updates on each of these issues in the coming weeks.

In Solidarity,

Members of the Pay Equity Committee,



Nancy Beauchamp



Barb McMillan



Cathy Kennedy

