

ARBITRATION IS ABOUT TO BEGIN

On January 24th we received confirmation from Arbitrator Elizabeth McPherson regarding the issues in dispute that will be argued at Arbitration.

Arbitrator McPherson was appointed by the Government on December 10th, 2018 to arbitrate the RSMC and Urban Collective Agreements as a result of the Back to Work Legislation that was imposed on November 26th, 2018.

On January 16th and 17th, 2019 the Union and Canada Post put forward what matters each party believed were still in dispute. As a result the Arbitrator has now made her decision as to what will be argued.

Canada Post was ordered to provide their position, in writing, to the Union on each matter in dispute by February 6th, 2019, as to date they have not revealed their actual position on the matters.

Matters in Dispute – RSMC

- **Wages (*Union Demand*)**
- **Cost of Living Allowance (*Union Demand*)**
- ***Duration of the Collective Agreement**
- **Short-Term Disability Plan and Sick Leave (*Union Demand*)**
- **Post-Retirement Benefits (*Union Demand*)**
- **Leave for Other Reasons (*Union Demand*)**
- **Pension Plan (*Union and Employer Demand*)**
- **Injury on Duty Leave (*Union Demand*)**
- **Union Education Fund (*Union Demand*)**
- **Hours of Work and Assignments (includes pay for all hours worked) (*Union Demand*)**
- **Job Security (*Union Demand*)**
- **Contracting out and Job Retention (*Union Demand*)**
- **Coverage of All Absences (*Union Demand*)**
- **Maintaining Pay Equity (*Union Demand*)**
- **Union Proposals for Joint Projects (Social Stewards Environment and Service Expansion) (*Union Demand*)**
- **Weekend Parcel Delivery (*Employer Demand*)**
- **Updating of Expiry Dates in the Collective Agreement**

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Matters in Dispute – Urban

- **Wages (*Union Demand*)**
- **Cost of Living Allowance (*Union Demand*)**
- ***Duration of the Collective Agreement**
- **Short-Term Disability Plan and Sick Leave (*Union Demand*)**
- **Injury on Duty Leave (*Union Demand*)**
- **Union Education Fund (*Union Demand*)**
- **Leave for other Reasons (*Union Demand*)**
- **Restructuring and Work Measurement/Overburdening (*Union Demand*)**
- **Job Security (*Union Demand*)**
- **Contracting Out/New Services (*Union Demand*)**
- **Staffing Group 1 (*Union and Employer Demands*)**
- **Pension Plan (*Union and Employer Demands*)**
- **Union Proposals for Joint Projects (Social Stewards Environment and Service Expansion) (*Union Demand*)**
- **Temporary Staffing Group 2 (*Employer Demand*)**
- **Temporary Workforce to Reduce Overtime (*Employer Demand*)**
- **Updating of Expiry Dates in the Collective Agreement**

** Arbitrator McPherson stated the duration of both RSMC and Urban Collective Agreements would have to be agreed upon by the Parties if they were to go beyond 4 years.*

More information on these matters in dispute can be found in negotiations bulletins #60 – Urban and #61 RSMC which were issued on November 17, 2018. These bulletins show our position on these matters at that point in time. Based on what Canada Post provides on February 6, 2019, the National Executive Board may modify our position on some matters.

Arbitration dates have been scheduled for February 12th, 19th, 21st and March 14th and 19th so far. The legislation states that arbitration should be finalized within 90 days after the day on which the Arbitrator is appointed, or any longer period that the Minister may allow. This means an extension on the proceedings may be in order as we are actually in arbitration for two collective agreements and the matters in dispute are quite complex.

We are Strong with Your Support!!!

In Solidarity,



Nancy Beauchamp
 Chief Negotiator, RSMC Unit



Sylvain Lapointe
 Chief Negotiator, Urban Unit