

Memorandum of Agreement
Between
Canadian Union of Postal Workers
and
Canada Post Corporation
Deerfoot RSMC Two-Wave MOA

The Parties have agreed to implement a two-wave scheduling model for RSMCs in the Deerfoot Calgary facility to address space issues in this location.

To facilitate this agreement, the Parties have agreed to certain unique, specialized and temporary changes to existing operations, practices and/or terms and conditions of employment that are unique to this agreement, are specific to RSMCs at the Deerfoot facility, and which shall not form part of the RSMC collective agreement.

This MOA is without admission, prejudice or precedent to any position the Parties may take in any other matters, including similar or identical circumstances, and shall not be referred to, introduced or relied upon in any matter, dispute or proceedings involving the Parties.

Therefore, in accordance with their mutual intent and agreement above, the Parties further agree to the following framework:

- 1) The Deerfoot RSMC restructures will take place.
- 2) Following meaningful consultation, Deerfoot RSMCs will have scheduled start times.
- 3) Following meaningful consultation, a two-wave system will be implemented for Deerfoot RSMCs.
- 4) Deerfoot RSMCs will use A62 cases. The Parties will establish the necessary health and safety training to RSMC employees on the use of the A-62 sortation case, to be delivered by the Corporation. This training should be done in person.
- 5) Effective on the date of the Deerfoot RSMC restructure implementation, any actual hours worked by Deerfoot RSMCs in excess of the RMS time designated for the route on a particular work day, up to 8 actual hours worked, will be remunerated at straight time, and any actual hours worked in excess of 8 will be remunerated at time and one half.
- 6) This MOA shall terminate on July 15, 2024. However, either party may terminate this MOA, at any time, upon providing the other party with 12 months' written notice at the local level. Valid notice to terminate this MOA will constitute notice to terminate the companion agreement, the Deerfoot Urban SSD MOA.
- 7) Any of the terms of this MOA may be modified by agreeing to any such changes in writing by authorized representatives of both Parties.



Canadian Union of Postal Workers
(Anna Beale, President Calgary Local)

June 9, 2021

Date



Canadian Union of Postal Workers
(Martin Champagne, 4th National Vice-president)

9 juin 2021

Date



Canada Post Corporation
(Marcel Viveiros, Director)

June 9, 2021

Date

Canada Post Corporation

Date