



July 28, 2016

Jan Simpson
1st National Vice-President
Canadian Union of Postal Workers
377 Bank Street
Ottawa, Ontario
K2P 1Y3

Dear Sister Simpson:

The elected officers and members of the Public Service Alliance of Canada stand in solidarity with the members of the Canadian Union of Postal Workers in their struggle to achieve pay equity for Rural and Suburban Mail Carriers (RSMCs) working for the Canada Post Corporation.

This spring, the Minister of Employment, Workforce Development and Labour, and the President of the Treasury Board appeared before the House of Commons Special Committee on Pay Equity. Minister Mihychuk said to the Committee that *"Gender bias in how women and men are paid is simply no longer acceptable. It is a question of fairness and equal access to opportunity—core values of our government and of Canadians."*

Minister Brison reinforced this message. *"A gender wage gap in this day and age is simply unacceptable. The Government of Canada of course believes in the principle of equal pay for work of equal value. This is a fundamental human right. That is unequivocal and is a basic principle that's enshrined in the Canadian Human Rights Act, framed by constitutional guarantees of equality."*

The Special Committee itself has recommended that the government introduce proactive pay equity legislation. This is a significant step forward but it may be some time before such legislation is enacted and implemented and your RSMCs have waited long enough.

Our members and our union understand what you are facing after our own 30-year pay equity battle with Canada Post and you have our full support. Now is the time for the

Corporation to stop its gender discrimination of the predominantly female Rural and Suburban Mail Carriers and to provide them with the same compensation and benefits as the male-dominated letter carriers group.

In solidarity,

A handwritten signature in cursive script that reads "Robyn Benson".

Robyn Benson
National President

c.c.: Deepak Chopra, President and Chief Executive Officer
Canada Post Corporation
2701 Riverside Drive
Ottawa, Ontario K1A 0B1

Prime Minister Justin Trudeau
Langevin Building, 80 Wellington St.
Ottawa, Ontario K1A 0A2