

N°19

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## RSMCs: THE FIGHT FOR EQUALITY CONTINUES!

July 2<sup>nd</sup> is fast approaching, but the employer doesn't seem to think RSMC demands are important enough to discuss. Yet, Canada Post is the one that started the clock ticking by applying for conciliation on April 4, 2016.

To date, the proposals Canada Post had submitted at the start of negotiations have changed very little. They do not address in any way the disparities that exist in the working conditions of urban and RSMC members. There has been **no significant movement** on the employer's part at the negotiating table. The employer continues to act towards RSMCs as it always has, **considering them solely as a competitive advantage**.

In terms of the members' demands, here is what the employer has proposed:

- |  |                |
|--|----------------|
| ➤ Seniority recognition:                           | <b>Nothing</b> |
| ➤ Job security:                                    | <b>Nothing</b> |
| ➤ Getting paid for all hours worked:               | <b>Nothing</b> |
| ➤ Overtime payment:                                | <b>Nothing</b> |
| ➤ Work Measurement System:                         | <b>Nothing</b> |
| ➤ Obtaining paid meal and rest periods:            | <b>Nothing</b> |
| ➤ Responsibility for covering absences everywhere: | <b>Nothing</b> |

With regard to existing rights, here are the proposed rollbacks:

- Defined contribution pension plan
- Reduce the sorting value for sequenced mail
- During restructures, reduce routes to 6 or 6.5 hours
- Further limit transfer rights
- No vacation leave during November and December
- Cap on physiotherapy

With only three weeks remaining before the July 2<sup>nd</sup> deadline, Canada Post must stop treating RSMCs as a competitive advantage and start treating them with respect, justice and fairness.

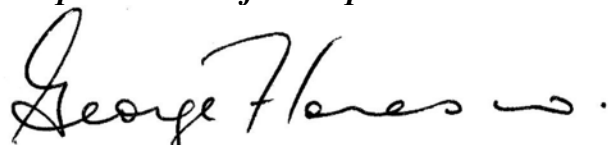
### Solidarity among Groups

We make progress when we support each other. It is important that all CUPW members support RSMCs, it is just as important that rural and suburban workers support urban members, including letter carriers, postal clerks and maintenance workers.

*By standing together we will make improvements for all postal workers.*



Sylvain Lapointe  
Chief Negotiator – Urban unit



George Floresco  
Chief Negotiator – Rural unit

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