

N° 31

July 2, 2016

CPC: “MODEST” WAGE OFFER IS AN “INSULT”

****ALERT**** Once again, we will not be serving a 72-hour notice.
Therefore, there will be no industrial action prior to Thursday July 7th.

The wage offer presented by Canada Post management is an insult. The vast majority of employees would receive pay increases of 0.75% per year or less. Here it is:

Wage/Activity Value Increases (Maximum Rate)

		2016		2017		2018		2019		Total 4 years	
		(\$)	(%)	(\$)	(%)	(\$)	(%)	(\$)	(%)	(\$)	(%)
RSMCs	Zone 1	\$0.12	0.6%	\$0.16	0.8%	\$0.14	0.7%	\$0.14	0.7%	\$0.56	2.9%
	Zone 2	\$0.11	0.5%	\$0.17	0.8%	\$0.16	0.7%	\$0.16	0.7%	\$0.60	2.8%
	Zone 3	\$0.15	0.7%	\$0.16	0.7%	\$0.16	0.7%	\$0.18	0.8%	\$0.65	2.9%
Urban	Mail Handler	0*	0%	\$0.26	1.0%	\$0.26	1.0%	\$0.26	1.0%	\$0.78	3.0%
	Postal Clerk	0*	0%	\$0.26	1.0%	\$0.26	1.0%	\$0.26	1.0%	\$0.78	3.0%
	Mail Despatcher	0*	0%	\$0.26	1.0%	\$0.26	1.0%	\$0.27	1.0%	\$0.79	3.0%
	Letter Carrier	0*	0%	\$0.26	1.0%	\$0.26	1.0%	\$0.26	1.0%	\$0.78	3.0%
	Relief Letter Carrier	0*	0%	\$0.27	1.0%	\$0.27	1.0%	\$0.27	1.0%	\$0.81	3.0%
	MAM 10	0*	0%	\$0.79	2.8%	\$0.30	1.0%	\$0.30	1.0%	\$1.39	4.8%
	MAM 11/VHE-9	0*	0%	\$0.80	2.7%	\$0.30	1.0%	\$0.31	1.0%	\$1.41	4.8%
	EL5	0*	0%	\$0.85	2.4%	\$0.36	1.0%	\$0.36	1.0%	\$1.57	4.5%

*Lump sum, No wage Increase

CUPW's Wage Proposal: A Fair and Reasonable Approach

Compare CPC's offer with the approach of CUPW:


Urban:

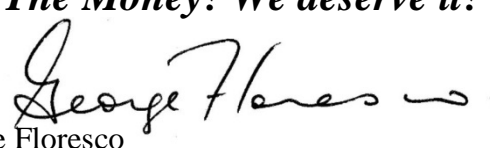
- A new wage grid with lowest paid employees to receive 85% of highest wage rate.
- All employees to receive wage increases of \$0.78 (3%), \$0.53 (2%), \$0.55 (2%) and \$0.56 (2%). The percentages are based on the maximum Postal Clerk/Letter Carrier wage rate.
- Groups 3 and 4 workers to receive adjustment of \$1.00 per hour on January 1, 2016 and \$1.00 per hour on January 1, 2018.
- Temporary employees pay in lieu of benefits to rise to 6% from 4%.

RSMC:

- Elimination of three wage zones. One national pay rate.
- RSMCs to receive the same wages as letter carriers with increases of 3%, 2%, 2% and 2%.
- RSMCs to be paid an hourly rate and paid for all hours worked at the appropriate rate.
- Guaranteed regular hours which will be pensionable.
- OCREs to receive the same wages and benefits of urban temporary employees.

It's Time for Canada Post to Show Us The Money! We deserve it!


Sylvain Lapointe
Chief Negotiator – Urban Unit


George Floresco
Chief Negotiator – RSMC Unit

/j1 cope 225 / cupe 1979 2015-2019/Bulletin n° 130

Canadian Union of Postal Workers • The Struggle Continues

377 Bank Street, Ottawa, Ontario K2P 1Y3 • tel. (613) 236-7238 • fax (613) 563-7861 • www.cupw-sttp.org