



November 30, 2017

PAY EQUITY: NEGOTIATIONS HAVE STALLED

On October 16, Canada Post's pay equity consultant issued, a very disappointing report, which states that there is no wage disparity between RSMCs and urban letter carriers. After reading this report, we initiated the negotiations period set out in the memorandum of agreement on the pay equity study.

This is the context in which our meetings with the employer to reach an agreement on wage disparity began. Since the parties' respective consultant reports are so at odds with each other in terms of the gap in direct pay between RSMCs and the predominantly male groups, we proposed to the employer that we review the indirect wage gap.

As of today, we have not yet succeeded in obtaining a clear position from the employer on how it hopes to resolve the indirect wage gap. Does the employer believe RSMCs should have the same benefits as the urban unit members, or does it intend to propose a payment to compensate for the inequalities? What about retroactivity and the future application of such benefits? There are still so many unanswered questions.

In an effort to move the negotiating process forward, the parties will be using the services of Arbitrator Flynn as mediator on December 6, 7 and 8.

Perhaps a third party can compell Canada Post to clearly state its position and reply to our many questions on the method selected to calculate the wage gap between the groups.

The parties have until December 31, 2017 to reach a negotiated settlement. If the parties cannot come to an agreement, the outstanding issues will be submitted to arbitration on the following dates: January 9, 10, 11, 12, 19, and 26 and February 19, 20, 21 and 23, 2018.

Pay equity is a fundamental right and we will be tireless in our efforts to obtain equal pay for equal work.

In Solidarity!

Members of the Pay Equity Committee,

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2015-2019 / Bulletin No. 289

/bt cope 225
/mp cupe 1979

