



July 20, 2018

PAY EQUITY UPDATE

We have just completed two full days of meetings with Mediator/Arbitrator Maureen Flynn and the CPC Pay Equity Committee (July 17th and 18th). Counsel for both parties also participated.

Benefits – No Progress to Report

On the issue of benefits, there is no new information. We continue to have differences on many of the benefit issues. On others, we are still waiting for answers from CPC as to the time and method of payment.

Time Values and Work Processes

At the request of Ms. Flynn, the parties examined a comparison of the time values associated with the work measurement systems governing letter carriers and RSMCs (the Letter Carrier Route Measurement System and the Route Management System).

There was also considerable discussion of the many differences in the work processes of letter carriers and RSMCs. No agreements were reached and the discussions will continue during the next meeting, which is scheduled for July 25, 2018.

August – More Mediation Meetings Scheduled

New meeting dates in August were agreed upon. The parties will now meet on:

- August 7 and 8
- August 13, 14, and 15
- August 21, 22, and 23

During the time between mediation meetings the Committee spends its time analyzing data, developing positions and preparing presentations.

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Many Issues Remaining

The following issues remain to be resolved:

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| <ul style="list-style-type: none">• Time values and pensionable status for PCIs and lock changes | <ul style="list-style-type: none">• Rest period allowance |
| <ul style="list-style-type: none">• Retroactive application of life insurance and death benefit | <ul style="list-style-type: none">• Transition from the extended disability plan to disability insurance. |
| <ul style="list-style-type: none">• Pre-retirement leave | <ul style="list-style-type: none">• Vacation leave |
| <ul style="list-style-type: none">• Admail payment and preparation time | <ul style="list-style-type: none">• Glove allowance |
| <ul style="list-style-type: none">• Displacement allowance | <ul style="list-style-type: none">• Wage gap |
| <ul style="list-style-type: none">• Post retirement benefits | <ul style="list-style-type: none">• Permanent Relief Employees |
| <ul style="list-style-type: none">• Timing and distribution of payments | |

Agreement or Arbitration

CUPW is determined to reach an agreement which fully recognizes the legal rights of RSMCs to pay equity. We will make every effort possible to do so. If there is no agreement reached by August 30th the issues will be resolved by arbitration in accordance with the Arbitration award already issued by Arbitrator Flynn.

In Solidarity,

Members of the Pay Equity Committee,



Nancy Beauchamp



Barb McMillan



Cathy Kennedy