

cupw•sttp 2017-2018

Negotiations

Urban Postal and RSMC

November 13, 2019

Bulletin #090

CLARIFICATIONS CHANGES FOR GROUPS 3 & 4

In our June 28 bulletin (bulletin # 082), we explained that in the current round of negotiations, the parties (CUPW and CPC) agreed to amend some provisions and classifications related to groups 3 and 4.

On July 4, 2019, the parties signed an agreement to implement the provisions that had been agreed to prior to the back to work legislation being adopted. These new provisions include changes to these two groups.

New Classification and Wage Adjustments

Many rumors have circulated about the changes to the MAM-10, MAM-11, MAM-11 C-3, EL-5, EL-5 foreman and VHE-9 (mechanics) who have the heavy vehicle mechanic qualifications. Here are the facts:

1) Groups 3 and 4 are both still in the collective agreement;

2) Group 3 changes:

- MAM-10 who currently have the PST-8 (PST-8 is the MAM-11 wage) wage, NO CHANGE;
- MAM-10 who did not have the PST-8 wage will now have it (no test required);
- MAM-11, NO CHANGE;
- MAM-11 C-3 (lead hand) will have the EL-5 wage and will now be simply called «LEAD HAND». They are still in group 3 and remain with the same technical job description;
- Lead hands in group 3 (before MAM-11 C-3) will sign their vacation schedule separately from the lead hands in group 4 (before EL-5 foreman);
- All VHE-9 who have the heavy vehicle mechanic qualifications have had the opportunity to be reclassified as VHE-10 with a higher wage.

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3) Group 4 changes:

- EL-5, NO CHANGE;
- EL-5 **foreman** will now also be called «LEAD HAND» but remain in group 4 with the same technical job description.
- Lead hands in group 4 (before EL-5 foreman) will sign their vacation schedule separately from the lead hands in group 3 (before MAM-11 C-3)

Committee Process

A Language Review Committee for Groups 3 & 4 comprised of two members selected by the Union and two members selected by Canada Post will soon start the work on trying to streamline the roles of the lead hands in Groups 3 & 4 and create a single “Group” for Engineering and Maintenance.

The mandate of the committee is to:

- Elaborate a job description for the new Lead Hand classification in Group 3 and Group 4; and
- Review and finalize an implementation plan on how standby (clause 15.27) and call-back (clause 17.02 (d)) will form part of the working conditions of the new Lead Hand classification in Group 3.

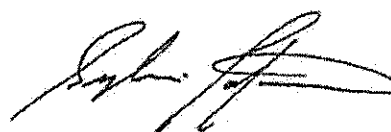
Upon completion of the review and if the National Executive Board and the Corporation reach an agreement on all provisions for a combined Group, the collective agreement will be deemed to be modified as of the date that a memorandum of agreement is signed by both parties.

This committee does not have the mandate to review the wage charts in Appendix “A”.

In Solidarity,



Nancy Beauchamp
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 RSMC Unit



Sylvain Lapointe
 On Behalf of the Negotiating Committee
 Urban Unit