

**Edmonton and Affiliates Local
Resolution 1**

Whereas we are all brothers and sisters, cousins and comrades fighting for the same cause;

Whereas RSMC's and Urban letter carriers do the same work;

Therefore, be it resolved that in the upcoming round of collective bargaining, CUPW will negotiate for the amalgamation of the RSMC and Urban CUPW bargaining units and;

Be it further resolved that CUPW will negotiate that the current RSMC route holders will be divided as a separate group for the purpose of bargaining into group 5

Be it further resolved that CUPW will negotiate for separate bidding lists for Urban and RSMC assignments based on their last date hired into the group.

Be it further resolved that CUPW will negotiate that all RSMC's will receive all benefits of the URBAN collective agreement recognizing their accumulated continuous employment and seniority.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 2

Whereas RSMC routes are governed by Appendix A of the collective agreement

Whereas the hours spent to travel or perform the work takes longer than the evaluated hours

Therefore, be it resolved that a route measurement system be established for making RSMC Routes

Be it further resolved that the system is to be similar to or better than that of the Urban Ops LCRMS

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 3

Whereas when involved in the restructure process there are tight deadlines for reviewing and presentations of consultation agenda's and attending meetings with the employer

Therefore, be it resolved that during restructures, the 5-day time requirement for serving notice for Union book offs be waived.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 4

Whereas employees are regularly working overtime

Whereas the Urban collective agreement allows for a meal allowance after 10 hours of work [Art 15.02 (a)]

Therefore, be it resolved that all RSMC's get a meal allowance equal to the Urban employees

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 5

Whereas CPC is not paying for 2 days of delivery on a route or portion of a route when it has not been covered

Whereas the Collective agreement does not specifically address this issue

Therefore, be it resolved that CUPW negotiate that RSMC members be paid the daily rate, or portion thereof to sort or deliver any mail that was not sorted or delivered on a previous day.

Be it further resolved that the route holder or Relief not be forced to sort and/or deliver the additional days mail.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 6

Whereas there is an opportunity for an RSMC to cover another route when there is no PRE or OCRE available.

Whereas there are currently no set rules to offer the additional work

Therefore, be it resolved that an equal opportunity list be created for all RSMC members

Be it further resolved that no employee shall be forced to accept additional work

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 7

Whereas RSMC's in offices with less than 3 routes have to find their own replacement workers

Whereas this limits some members so that they are unable to take days off

Therefore, be it resolved that Canada Post should be responsible to cover all absences in all offices.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 8

Whereas there is the need for members to help out at another depot

Whereas there is drive time and km for the member to get to the other depot

Therefore, be it resolved that when a member travels to another depot, Canada Post pays drive time as well as km to get the other depot

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 9

Whereas PRE's and OCRE's are only paid a percentage of the route value

Whereas PRE's and OCRES are moving from route to route, and are not able to finish the route within the scheduled hours and it deters them from staying employed with Canada Post

Whereas something needs to make the job more enticing

Therefore, be it resolved that PRE's and OCRE's receive an additional \$5 per hour of the route that they are working on.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 10

Whereas OCRE's do the same job as PRE's and Route holders;

Whereas PRE's and route holders gain seniority and move up the wage progression;

Therefore, be it resolved that OCRE's be able to move up the wage progression;

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 11

Whereas PRE's vacation pay is based on \$90/day

Whereas when on assignment, PRE's make more than that

Whereas when PRE's go on annual leave there is a financial hardship

Therefore, be it resolved that annual leave for PRE's be based on 6% per annum income actually earned

(i.e.: a PRE made \$54,000 in the previous year. 6% is 3240/yr. divided by 15 days of annuals = \$216/day while on leave)

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 12

Whereas all members represent Canada Post when delivering mail

Whereas the Canada Post uniform is a representation that you work for Canada Post

Therefore, be it resolved that any member who works for Canada Post receive a uniform and points entitlement

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 13

Whereas neighborhood mail is included in the RSMC variable amount;

Whereas this amount is only an average of the amount that is delivered in the previous year and is not always a true representation of the amount delivered by an RSMC;

Therefore, be it resolved that, the neighborhood mail amount be removed from the variable amount and that the RSMC gets paid per neighborhood mail piece that is delivered.

Be it further resolved that, the amount that is paid to the RSMC is the same as what is stated in the Urban collective agreement

Be it further resolved that; the payment of this amount be stated on a separate line on the RSMC pay stub

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 14

Whereas employees in the RSMC bargaining unit have little to no provisions for health and safety in their collective agreement

Whereas RSMC's health and safety is just as important as the Urban members

Whereas Article 33 of the Urban collective agreement is not in the RSMC collective agreement

Therefore, be it resolved that article 33 in its entirety be incorporated into the RSMC collective agreement.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 15

Whereas employees require access to a good benefit package

Whereas employees have very physical jobs and require visits to an assortment of health care providers, not covered under provincial policies

Whereas the cost of these benefit and health care providers has increased substantially

Whereas employees are accessing these resources more frequently because of the higher demands of the job.

Therefore, be it resolved that all amounts of medical services covered by our benefits be doubled and this amount to be indexed annually with the cost of living.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 16

Whereas medical benefits provided can greatly enhance members physical and mental well being

Whereas the benefits provided do not always cover all expenses

Therefore, be it resolved that Canada Post provide each member with a health spending account

Be it further resolved that this is in addition to benefits already provided by Canada Post,

Be it further resolved that the balance of the health spending account be set at \$1000 per year for each person covered under the plan and that this amount is indexed to the cost of living annually.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 17

Whereas medical benefits provided can greatly enhance members physical and mental well being

Whereas accessing these benefits should not cause financial burden

Therefore, be it resolved that all benefits provided by the provider chosen by Canada Post be direct billed.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 18

Whereas in the current collective agreement, each employee is only entitled to 7 personal days

Whereas once an employee has used up all of their personal days, they are forced to go on leave without pay, or come into work sick and thereby endangering their co-workers

Therefore, be it resolved that CUPW negotiate for an increase in the number of personal days to at least 15 in a calendar year

Be it further resolved that CUPW will negotiate that personal days may be taken in either sort or delivery portions

Be it further resolved that a member may not have more than 25 personal days at any one time

Be it further resolved that any unused personal days will automatically be paid out unless there is a written request to carry over up to 10 personal days

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 19

Whereas in the current collective agreement there is no leave for members in a domestic violence situation

Whereas this leave has been incorporated into the Canada Labour Code, giving 5 days of paid leave and 5 days of unpaid leave in a calendar year.

Whereas members may need to leave a violent situation in a hurry and finding help may take time.

Therefore, be it resolved that the domestic violence leave that is granted in the Canada Labour Code be written into the collective agreement.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 20

Whereas our national union has trained social stewards throughout the country.

Whereas our membership is multifaceted with many different concerns in their lives

Whereas mental health is just as important as physical health

Therefore, be it resolved that social stewards be recognized in the collective agreement

Be it further resolved that similar to a shop steward, social stewards will have the right to speak with a member about their concerns during the stewards and members shift

Be it further resolved that “No person who is employed in a managerial or confidential capacity shall seek to intimidate, by threat of discharge or by any other kind of threat, a representative of the Union or an employee on whose behalf he or she is assisting.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 21

Whereas our schedule A's have vehicle size requirements listed

Whereas we meet or exceed these requirements

Whereas we need to maintain a work-life balance

Whereas the health and safety of the RSMC while driving is very important

Whereas delivering in the dark is a hazard

Therefore, be it resolved that CUPW negotiate that second trips are not mandatory

Be it further resolved that the overflow be carried over to the next business day or be delivered by a PRE or OCRE the day of.

Be it further resolved that if a second trip is done, compensation for this second trip be paid at the per parcel rate and include the km and drive time.

Be it further resolved that items delivered on a second trip be counted on our log sheets and be pensionable.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 22

Whereas RSMC's have to provide their own vehicles and insurance to deliver the mail

Whereas this insurance and vehicle maintenance can be very costly

Whereas Urban members are provided vehicles to do the same work

Therefore, be it resolved that Canada Post provide corporate vehicles for RSMC's

Therefore, be it further resolved that Canada Post provide right hand drive vehicles for RSMC routes that have RMB's in their delivery mode.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 23

Whereas RSMC's have to have appropriate insurance above and beyond regular insurance to deliver the mail in their own vehicles

Whereas this insurance rider can be very costly

Therefore, be it resolved that Canada Post pay for or provide this commercial insurance rider.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 24

Whereas under the current collective agreement there is no provision to pay RSMC members to attend CPC consultations and to assist members with grievance investigation and disciplinary meetings

Whereas this provision exists in the Urban collective agreement

Therefore, be it resolved that all work done by RSMC's in regards to but not limited to CPC consultations and grievance investigations be paid for by the corporation for all hours worked at an hourly rate based on their daily rate of pay.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 25

Whereas RSMC are members of CUPW

Whereas Canada Post should cease to have greater opportunity to impose discipline on RSMC members than its Urban Members

Therefore, be it resolved that article 10.02 (a) of the RSMC collective agreement be changed to ten (10) calendar days instead of the current ten (10) working days.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 26

Whereas members have a right to representation throughout the collective agreement except in the case when they resign

Whereas they may feel pressured or coerced to resign.

Therefore, be it resolved that “an employee resignation for any reason will not be accepted until a shop steward is advised” be added to article 10.06 of the RSMC collective agreement.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 27

Whereas timely access to personal file is not given prior to disciplinary interviews

Therefore, be it resolved that the clause 10.04 be amended to include “that if the employee’s personal file is to be considered during the interview, the employee and/or his or her Union representative, the latter with the employee’s permission, shall, before the meeting, have access to this file. The file should be made available within 24 hours of the day of the written request provided the file is available regionally and in all cases within 5 calendar days”.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 28

Whereas members who choose to become acting supervisors are just acting

Whereas these members are usually your peers

Whereas these positions are usually only temporary and could result in the member returning to the work floor

Therefore, be it resolved that “an employee assigned on an interim basis to a managerial position cannot discipline other employees in the bargaining unit” be added to the collective agreement.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 29

Whereas CPC has a duty to accommodate injured workers;

Whereas CPC has not been fulfilling their duty to accommodate RSMCs who are partially permanently disabled;

Whereas there is no current language in the RSMC collective agreement to protect workers from being terminated or to hold the employer to account for finding work for workers who have disabling injuries while working;

Therefore, be it resolved that language be added to the RSMC collective agreement to hold the employer accountable for accommodating partially permanently disabled employees including but not limited to work in the Urban bargaining unit.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 30

Whereas RSMCs are not normally part of regular article 54 meetings;

Whereas CPC has a duty to accommodate injured employees;

Whereas CUPW and CPC should be talking about ALL accommodations regardless of what bargaining unit they belong to;

Therefore, be it resolved that the language be added to the RSMC collective agreement to reflect article 54.01 in the Urban Collective agreement so that RSMCs can be included in the Article 54 meetings,

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 31

Whereas RSMC's are not immune to a pandemic

Whereas RSMC's get sick too

Therefore, be it resolved that article 21.06 (quarantine leave) from the urban collective agreement be added to the RSMC collective agreement

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 32

Whereas there are no provisions for carry over or displacement of vacation leave in the RSMC CA

Whereas situations may arise that require displacement of vacation leave

Therefore, be it resolved that

Displacement of Vacation Leave

Were, in respect of any period of vacation leave, an employee is:

- (a) granted bereavement leave, or
- (b) granted special leave with pay because of illness in the immediate family, or
- (c) granted leave under clause 19.04 of the RSMC agreement, or
- (d) granted leave for the birth or adoption of a child, or
- (e) granted injury-on-duty leave, or
- (f) granted short term disability benefits

the period of vacation leave so displaced shall either be added to the vacation period, if requested by the employee and approved by the Corporation, or reinstated for use at a later date.

Be added to the RSMC collective agreement

Edmonton and Affiliates Local

Resolution 33

Whereas employees on high-risk leave were forced to use their vacation leave

Whereas the high-risk leave should be a displacement of vacation leave

Therefore, high risk leave be added as a reason to displace vacation leave.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 34

Whereas Canada Post is no longer as strict on parcel sizes and shape

Whereas Canada Post has the policy “make it safe, make it home”

Whereas corporate customers frequently mislabel their shipments in terms of dimensions and weight etc.

Therefore, be it resolved that CUPW will demand that no one dimension of a parcel may exceed 2 meter (78.7 in) the max length + girth will be less than 3 meter (118 in) and not be over 50 lbs (30kg) (girth = height x2 + width x 2)

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 35

Because death is usually unplanned and unpredictable

Because days off should not count towards bereavement leave

Because the mental health of members is of utmost importance and they should not have to deal with the loss of a loved one while on the work floor

CUPW will demand that bereavement leave be changed to 5 working days

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 36

Because death is usually unplanned and unpredictable

Because days off should not count towards bereavement leave

Because the mental health of members is of utmost importance and they should not have to deal with the loss of a loved one while on the work floor

CUPW will demand that special leave entitlement for the purposes of travel be extended to 5 working days

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 37

Because separation from a common-law partner or spouse is a reality

Because separation is difficult

Because dealing with family issues while working is not safe

Because mental health is of utmost importance

CUPW will demand that separation leave be added to marriage leave and that this leave is to be leave granted with pay for not more than 5 working days for the purpose of separating from their common-law partner or spouse. The days can be used consecutively or non-sequentially.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 38

Because of the global pandemic and the inability of travel anywhere

Because Health Canada and the World Health Organization has deemed travel as unsafe and non-essential travel frowned upon

Because this pandemic may not be a one-time occurrence

CUPW will demand the allowance of an employee to cancel their scheduled vacation leave should the situation arise.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 39

Because aunts and uncles are family too

Because your relationship status doesn't define the closeness of that relationship

CUPW will demand that bereavement leave will include extended family, specifically aunts and uncles as well as brother-in-law and sister-in-law

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 40

Because the cost of boots and gloves has gone up with inflation

Because we have not had an increase to the boot and glove allowance in a substantial time

Because this is required PPE in all sections

CUPW will demand \$400 per year in 2 equal semi-annual installments for boot and glove allowance

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 41

Whereas members who choose to go to a managerial position are making a choice

Whereas the current language around the loss of seniority when members temporary take managerial positions is not as strong as the Urban CA

Therefore, be it resolved that members who accept a managerial position in any capacity loose their seniority.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 42

Whereas experiences of menstruation and menopause can be very debilitating

Whereas we've been enculturated to mask their existence in the workplace, at schools and at home

Whereas periods and menopause are not sicknesses

Therefore, be it resolved that CUPW will negotiate a paid leave for members who are experiencing symptoms of menstruation and menopause

Be it further resolved that the paid leave will be at a maximum of 12 days per calendar year and that they are not cumulative. They are to be used in the event of the inability to perform work duties because of menstruation and menopause and their associated symptoms.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 43 - Bereavement Leave for Miscarriage or Stillbirth Urban

Whereas CUPW Urban members are entitled to bereavement leave after the loss of a family member as defined in Art. 19.02 (a), but that does not include loss through miscarriage or stillbirth.

Whereas in Canada, individuals who have stillbirths are eligible for federal maternity benefits but spouses and partners are not entitled to any benefits or leave and;

Whereas federal regulations do not cover miscarriages or stillbirths and these supports if covered by an employer are often limited to the individual who miscarried.

BE IT RESOLVED THAT Article 19.02 (a) be amended to include miscarriage and stillbirth as part of the immediate family and such leave also be included for the partners or spouses of the person who has suffered a miscarriage and/or stillbirth.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 44 - Use of Gender Inclusive Language in the Collective Agreement

Whereas all CPC communications and policy should be inclusive of all members; and

Whereas gendered language contributes and reinforces unconscious biases;

Be it resolved that Art 31.03 be amended such that whenever possible, gender neutral and/or gender inclusive language and pronouns be used where the contract of the party or parties hereto so requires.

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 45

Whereas the Corporation has released RSMC's for incapacity,

Whereas they are required to notify the union

Whereas when you are terminated your benefits stop

Whereas article 10.10 in the urban collective agreement protects members from release for incapacity provided they file a grievance within 30 days

Therefore, be it resolved that article 10.10 (Release for Incapacity) be added to the RSMC collective agreement

President Roland Schmidt

Sec-Treasurer Karry Biri

Edmonton and Affiliates Local

Resolution 46

Resolution – RSMC Training

WHEREAS Urban members have training provided in Health & Safety under Appendix DD and Human Rights and Conflict Resolution under Appendix HH, RSMC members do not have access to this necessary training.

THEREFORE BE IT RESOLVED that RSMC members receive the training as provided for in Appendix DD and Appendix HH in the Urban Collective Agreement and that Appendix HH and Appendix DD be added to the RSMC Collective Agreement.

President Roland Schmidt

Sec-Treasurer Karry Biri