

October 22, 2018

New terms and conditions of employment in effect

As of 12:01 am Monday, October 22, 2018, the terms and conditions of employment of all CUPW-represented employees (Urban) reverted to the statutory minimum conditions established under the *Canada Labour Code*, with the exception of the following:

PAY

- Employees are now receiving the same rate of pay for time worked as they were entitled to on Sunday, October 21, 2018, (the day before the terms and conditions of the previous collective agreement ceased to apply).
- All additional allowances have ceased, with the exception of the allowances for lead hand, meal and beverage, on-call/standby, private vehicle kilometres, householder bonuses and over-assessed route.

BENEFITS

- The Corporation is continuing the benefits below; you will see no interruption in this coverage:
 - Extended Health Care Plan (including prescription drug coverage)
 - Dental
 - Vision
 - Hearing
- Disability Insurance and Life Insurance benefits are discontinued for any claims that occur after the work disruption began.

PENSION

- Employees will not accumulate pensionable time while not working during the labour disruption.

SHORT-TERM DISABILITY PROGRAM

- If you recently made a Short-term Disability Program (STDP) claim that was deemed admissible, it will be honoured at a rate of 70%, subject to a 7-day waiting period, up to Monday, October 22, 2018, the day a work disruption began.
- Now that a work disruption has occurred, no approved STDP claims will be paid. This includes employees who were on approved STDP prior to the strike action.

VACATION & OTHER LEAVE

- All vacation leave has been cancelled for all employees.
- Employees who obtain approval to remain off will be on leave without pay.
- All other forms of paid leave, either new or pre-approved, will be subject to management approval and without pay.

STAFFING

- The Corporation may staff to workload to meet customer needs.

INJURY ON DUTY

- All new and pending IOD claims since the Union's notice period expired are being paid benefits in accordance with applicable workers' compensation legislation.

UNION DUES

- Union dues and union insurance are no longer being collected and will not be deducted again until the effective date of a new collective agreement, or such earlier time as may be determined.
- All Union fund payments have ceased.

ADOPTION & MATERNITY LEAVE

- Paid adoption and maternity benefits and top-up benefits have been discontinued.
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