

**UNION OF POSTAL COMMUNICATIONS EMPLOYEES
WEST to the ATLANTIC**

BULLETIN 2 - SEPTEMBER 2008 WHAT YOU CURRENTLY HAVE!

As PSAC employees of Canada Post, we already have access to:

Sick Leave with Pay at 15 days per year for full time and prorated for part time. Paid at 100%. We also have article 43.03 which states that my own signed statement is proof enough of illness, which does not exceed 5 days. We do not have to wait for approval from ManuLife or a short term disability provider. You also have language that entitles you to 10 days sick leave with pay in a year solely based on your signed statements, which keeps your medical privacy more intact.

Employment Insurance coverage for 12 weeks if you do not have sick leave with pay credits exists right now. Remember that there is a two week waiting period for all Canadians. This pay is at 55% of gross and is taxed at that source. Maximum payment is \$435 per week if you qualify. All Canadians will need between 420 to 910 insurable hours of employment to qualify and they do examine previous claims, how much time in-between claims and if you have enough hours each time you apply. (www.servicecanada.gc.ca)

Long Term Disability coverage for an illness of more than 12 weeks providing you have expired ALL your sick leave with pay exists right now. Sun Life does not pick up the disability until you have expired **all** of your sick leave. This is payment at 70% of gross with actual tax coming off your income tax at the end of the year paid by you.

We already have sick leave entitlements and accruing of sick leave. We have had this for 40 years including when we transferred from the treasury board in 1981. If you do not use it, it accumulates and it remains intact for some time in the future when you might require it.

We already have 5 days family related leave. CPC has clearly identified in its most recent .pdf document that they currently interpret sick members of the family **have to be residents of the household**. This is DIRECTLY from their file: employees take time to care for family members who live with them as specified by collective agreement. Employee must also specify who is involved and why they are taking the leave.

Remember that CUPW just finished negotiations and did not have to give up their sick leave. Also, the corporation is proposing that your 7 days is including your 5 day family related leave and is subject to **operational requirement** unless it is a **major** medical emergency. If you added your two leaves right now, it is 15 days sick and 5 days family per year for full time and the part time employees are prorated sick and 5 days family related.

Remember that CUPW not only gained a wage increase, they also gained a bonus this round.

Remember that CUPW already has work in the bargaining unit language that protects their work, measurement and surveillance language to protect the worker, their sick leave remains the same, paid lunch which is approx 3%, clothing allowance, and personal harassment language to name a few differences.

What happened to treating **us** fairly.
Janet May and Mike Moeller