

# Canada Post and the CPAA pay equity

Canada Post and the Canadian Postmasters and Assistants Association (CPAA) have agreed to a resolution to a longstanding pay equity dispute.

The agreement pertains to pay rates for CPAA-represented employees from September 1992 to March 1997.

## Frequently Asked Questions

### Eligibility

#### Q. Who is eligible to receive a payment?

A. All current and former CPAA-represented employees with service (substantive or acting/replacing) in the CPAA bargaining unit of Canada Post from **September 1, 1992 to March 31, 1997**. Full-time and part-time employees are eligible as well as indeterminate and term employees. The eligible positions are:

- Part time Assistant,
- Full time Assistant,
- Senior Assistant,
- Group Postmaster (Levels 1-6), and
- Grade Postmaster (Levels 1-4).

Service in these positions is captured by the settlement.

#### Q. Why is service in Grade 5 and 6 Postmaster positions not eligible?

A. Canada Post and the CPAA agreed there is no basis for claiming that employees in Grade 5 or Grade 6 positions might have experienced a gender-based wage gap between September 1992 and March 1997.

#### Q. Do I need to be female to be eligible?

A. No, the pay equity agreement applies to all eligible employees as described above.

#### Q. Do I need to be represented by the CPAA today to be eligible?

A. No. This resolution applies only to individuals who had service in any of the CPAA-represented positions listed above: Part time Assistant, Full time Assistant, Senior Assistant, Group Postmaster (Levels 1-6), or Grade Postmaster (Levels 1-4) between **September 1, 1992 and March 31, 1997**.

Service in positions represented by the Canadian Union of Postal Workers, Public Service Alliance of Canada or Association of Postal Officials of Canada is not eligible. Service in any MGT/XMT positions is also not eligible.

**Q. Do I need to be a current employee?**

A. No, the pay equity settlement applies to all current and former employees with service (substantive or acting/replacing) in the CPAA-represented positions listed above from **September 1, 1992 to March 31, 1997**.

**Q. I believe I may be eligible for a pay equity payment. What should I do?**

A. To determine your eligibility, you must complete and submit an application form by **October 1, 2020**. If you are part of the group of people who were contacted by the Canada Revenue Agency (CRA), your deadline is **February 9, 2021**. If you are part of the group contacted by Canada Post in January 2021 your deadline to apply is February 16, 2021. Applications received after the due date will not be considered. You can find the application at:

- [www.CanadaPost.ca/cpaaequity](http://www.CanadaPost.ca/cpaaequity) or
- <http://cpaa-acmpa.ca> (the CPAA home page)

A completed application must be sent to the CPAA Pay Equity Team at:

[CPAAequity.equiteACMPA@canadapost.postescanada.ca](mailto:CPAAequity.equiteACMPA@canadapost.postescanada.ca)

Or by mail to:

CPAA PAY EQUITY TEAM  
 CANADA POST CORPORATION  
 2701 RIVERSIDE DR SUITE C160  
 OTTAWA ON K1A 0B1

Provide as much information as possible, including your current mailing address, employee identification number, offices where you worked and service dates.

**Q. Do I need to provide the exact dates of each appointment?**

A. Please include your best estimate of the dates and names of the positions the employee held between September 1992 and March 1997. We will compare this to our records and even if they do not match, we will be able to review the employee's application.

**Q. Do I need to provide the number of hours that I worked?**

A. No. Based on the agreement reached between Canada Post and the CPAA, eligible applicants will receive a lump sum payment based on the position held, and time spent in it.

**Q. Are deceased individuals entitled to a payment?**

A. Yes, payments will be made to the estates of deceased former employees who would have been entitled to a pay equity payment. Executors will need to fill out an application on behalf of the deceased employee.

**Q. How do I find out if I am eligible?**

A. Once applications are received they will be reviewed by Canada Post and CPAA to determine who is eligible. Employees will be notified in writing if they are eligible or not.

**Q. Is the lump sum pensionable?**

A. The lump sum payments are not pensionable and will not impact retirement benefits.

**Q. I took a separation incentive from Canada Post. Will it be adjusted?**

A. No, voluntary separation incentives will not be adjusted.

**Q. How will interest be calculated?**

A. Interest will be calculated in accordance with the agreement reached between Canada Post and the CPAA.

Simple interest will be applied to the principal amount calculated at the applicable Bank of Canada rate for each year. For each individual payment, interest will accumulate up the last day of the month immediately prior to when the Corporation notifies the individual of the amount of his or her payment.

## Payment Process

**Q. When will I receive my payment?**

A. We understand the importance of these payments and have developed a process to ensure a thorough review, while moving as quickly as possible. Payments will be issued after all the applications have been reviewed. Canada Post anticipates that payments will be processed in 2021.

Groups of individuals were made aware of this resolution process in separate waves and as such, deadlines for submitting an application differ from group to group. After the application period for all groups has closed, Canada Post and the CPAA will review the submissions in order to calculate individual payments. Only after this process is complete can Canada Post begin to issue payments to individuals.

**Q. Why do I need to wait until the application process is completed to receive my payment?**

A. Based on the agreement reached between Canada Post and the CPAA, applications will be accepted until October 1, 2020. If you are part of the group of people who were contacted by the Canada Revenue Agency (CRA), your deadline is February 9, 2021. If you are part of the group contacted by Canada Post in January 2021 your deadline to apply is February 16, 2021. Thank you for your continued patience as we process all applications.

**Q. How will payments to deceased recipients be handled?**

A. Where an eligible individual is deceased, the pay equity payment will be issued to his or her estate. Further information about this process will be provided at a later time.

**Q. What is the payment process?**

A. Individuals who are determined eligible for a payment will receive a letter asking them to confirm their banking details and current address. Once this information is returned to Canada Post, the payment will be processed.

**Q. I am in an arrears or in an overpayment situation with Canada Post. Will my pay equity payment be reduced?**

A. Yes, where an overpayment or arrears situation exists, the full overpayment amount will be deducted from the final pay equity payment amount.

**Q. How can I get help to understand my pay equity pay statement?**

A. You can contact the Pay Equity team for assistance at [CPAAequity.equiteACMPA@canadapost.ca](mailto:CPAAequity.equiteACMPA@canadapost.ca)

## Further Information

**Q. What do I do if I still have questions?**

A. Please visit the following websites:

[www.CanadaPost.ca/cpaaequity](http://www.CanadaPost.ca/cpaaequity) OR the CPAA Pay Equity website: <http://cpaa-acmpa.ca>

You may also send your questions to the Pay Equity team by e-mail: [CPAAequity.equiteACMPA@canadapost.postescanada.ca](mailto:CPAAequity.equiteACMPA@canadapost.postescanada.ca).

You can also contact the CPAA Pay Equity team by mail:

CPAA PAY EQUITY TEAM  
CANADA POST CORPORATION  
2701 RIVERSIDE DR SUITE C160  
OTTAWA ON K1A 0B1