

THE SHORT-TERM DISABILITY PLAN

Here is what Canada Post has on the table regarding Short-Term Disability. There are many small details that are not reflected in this table, but these are the major points of disagreement between the parties.

Issue	Employer's Position
Family-Related Leave	Your family-related leave is gone. If you have no personal days, Canada Post may or may not grant you paid leave.
Who decides if you're sick	Manulife decides. If your Doctor gives you a note, and Manulife disagrees with your doctor, <u>you will not receive STD Benefits</u>
If you disagree with Manulife's assessment of your sick claim	An independent third-party appeal process will apply if you disagree with Manulife's decision. However, this appeal will not be through the grievance process.
Number of days waiting before you get STD Benefits	7 days – if you don't have any more personal days, this could be 7 days without pay.
Benefits paid when sick	70% of salary
Number of personal days per year	7 personal days You would lose your 15 sick days and 5 Family-related leave days
If it's not an emergency, when can you use personal days?	Canada Post would control when you can use them. They can only be used subject to operational requirements and with 3 days notice
Who's covered by the STD Plan?	Only indeterminate employees or terms over 6 months
Your sick leave credits	They are frozen. You can only use them in certain cases to top-up your STD Benefits. However, even if you have 300 sick days, you would be forced onto long-term disability after 30 weeks. On long-term disability, you are paid 70% of your salary. No top-ups are available.

This is not a good plan. CPC does not believe the bargaining team – they think that you will accept this. Your bargaining team needs a renewed mandate to show Canada Post that this is not good enough - Vote No.