

Canadian Postmasters
and
Assistants Association



l'Association canadienne
des maîtres
de poste et adjoints

Quebec branch

www.acmpaquebec.com

**Upcoming 2025 Congress: Hôtel du Domaine in Thetford Mines
on May 2, 3 and 4 !**



**The ComPAAAnion
Summer 2024**

Of.: 59, Rang Ste-Marie
Les Éboulements, Qc
G0A 2M0

To :



Recap of the 2024 Convention

Here are the winners of the \$100 door prizes and of the Riôtel package from the 2024 general assembly. Here is the picture book of the memorable moments, admit it, you want to be with us for the next one?



**Doris D. Pomerleau,
Marie-Hélène Dumais,
Louise Boily,
Martine Deschênes,
Jocelyne Simard,
Josianne Lavoie and
Steeven Roy.**

**Your
officers with
Commander
Piché, a hero, a
great man and
an exceptional
speaker.**



We wish you all a great summer.

Word from the President

Hello everyone,

The past year went relatively well with our employer. We must take notice, however, of a large increase of disciplinary meetings of all natures that take a large part of our agenda. Most of the time, we succeed in mitigating the disciplinary measures for the members, but in certain occasions, it is impossible.

The “alleged facts” that are most common are theft of time, unapproved absences, intimidation toward colleagues, failure to observe operational procedures and those related to security.

Negotiation

Concerning the negotiation of the new collective agreement, the committee told us that after ten days of face-to-face negotiations with CPC, the Association succeeded in presenting more than half of CPAA’s requests and many of them were accepted. That is a great step forward, because the negotiation team was tasked not only to present requests for this round of negotiations, but also to forward issues raised during the preceding round. It is a pretty long process, since there are other union units negotiating simultaneously with Canada Post.

Work Schedule

We had problematic situations in the course of the last year about failure to comply to the work schedules, which lead to disciplinary measures for some of our members. Let me remind you the importance of adhering to your official work schedule. Do not take the risk to be penalized for not complying to your schedule. Whether for the purpose of not taking a break to leave earlier, trading time to lengthen or shorten your lunch time or starting earlier in the morning to finish earlier at night, all these actions are not permissible to the eyes of Canada Post.

Official Schedule

We must make sure that every office has and displays an official updated schedule of the office, as stated by section 20.03-c of the collective agreement. If you notice errors or if you don’t have the official schedule, you must then ask the zone manager to provide you with one that is updated with the exact information of the employees, including their position numbers.

Increase of hours

Many of you are communicating with us to inform us about the lack of hours in their office and want CPC to increase them. Unfortunately, very often our members “shoot themselves in the foot” and are in part responsible for the employer’s refusal following their own actions.

Some of our members arrive earlier thinking they will get ahead for their work or to be able to accomplish all the tasks of the day. Some do not take their breaks, pretending they don’t have time.

Please know that those actions reduce the possibility of getting additional hours for part-time employees. If one part of the work is already accomplished before the scheduled time, the number of hours of the part-time employee will be affected. It is the same thing at the end of the day if you leave later for the sake of having all the tasks of the day completed. All work completed before or after the official schedule is not accounted for.

All those actions will have a negative impact for your request. It will be almost impossible to justify to the employer that there is a need for additional hours at your office.

You must normally accomplish the tasks within the scheduled time. If you cannot make it, every time, you must send an e-mail to the zone manager, taking care to keep a copy, informing him that there was not enough time.

You must then tell him about the tasks that you were not able to complete during the day. (e.g.: distribution of Ad-mail, change of address, entry of parcels in the RPO) You will then see his answer. The more requests in this order, the more the manager will have some urgency to act. The arrival of the new “Radar” flyer can demand for some adjustment, especially if your office has many post office boxes.

The first step will be an analysis conducted by your zone manager. He will look at the traffic through the data collected by your RPO, examine your work methods, evaluate if you are completing unnecessary tasks, look at the arrival time of the RSMC and probably modify the schedules of the employees to meet the operational needs of the office. You can then communicate with the officer of your choice to discuss the matter.

According to the relevance of the information collected, we could intervene with the employer to present your arguments.

On that note, I wish you all a beautiful summer and enjoy your holidays, *Steeven*

MEMBERSHIP IN OUR ASSOCIATION

When you are selected for a position, you receive a lot of documentation, of which one is the National CPAA. The heading of that letter indicates: **MEMBER'S FILE**.

As soon as you are appointed to a position under the CPAA unit, you will pay the union fees on your salary. Nonetheless, this does not confirm your membership to our association. In order to do so, you must fill out the information and sign the form. You will in this way be able to benefit from the rights and privileges of the Canadian Postmasters and Assistants Association.

However, some people do not return this form completed and signed.

We have to call all the people who do not return this form. The three reasons why the form is not returned are:

I forgot it, because we receive too much documentation at the same time;

I did not understand what it was;

I felt uneasy starting a job and adhering directly to the union.

Please know that the employer does not have a negative opinion about our association. We are an association to support you with the processes with the employer and we always do it with due respect. Furthermore, we communicate with them in a proactive manner when a problematic situation arises. We all have a role to play and everyone shows mutual respect and understanding. Do not be afraid to become a member of our group and if in doubt, communicate with your secretary-treasurer.

If you have news colleagues near you and they talk to you about it, encourage them to sign their membership. You can participate to make a difference.

Important information for casual employees

You are a casual employee or you know casual employees around you who wish to go forward and get a regular position. This message is for you!

Send the information to everyone, that is, do not limit yourself to completing the form for casual employee in continuous service. Casual employees without continuous service can be considered if the process is at other means. Communicate with your manager, as well as your zone managers, to inform them about your interest in getting a position. You must do it by e-mail to leave traces and not by phone.

HIGH-VISIBILITY VEST

When you are convened to a meeting with the employer in a Canada Post facility or when you are present at work and as soon as you set foot in the parking lot of a Canada Post facility or their reserved parking, **you must always wear your high-visibility vest**. It is not an option; if you are present in a facility (parking and building), whatever the reason for your presence, you must wear your vest. If you do not have one because you are alone in your office, ask your zone manager for one. You will thus avoid disciplinary measures and ensure your safety.



Frauds from false representatives of Canada Post

You receive a call about MoneyGrams from a representative of Canada Post and the reasons can be numerous like a system verification, a fraud alert, a system update and more! Those fake representatives have a lot of imagination and they are convincing.

The person asks us to test a MoneyGram transaction, gives us an employee number, knows our internal policies and describes our RPO screens. They know everything and at that moment we wonder how they know all this and that is when many hesitate and answer their request.

BUT we must never process a transaction on the phone, even though you are told it is for a test, BECAUSE Canada Post or MoneyGram will never call to make tests of any nature.

If you are a victim of this kind of call:

You must fill out a Suspicious transaction report with the most details possible, call MoneyGram at 1 877-716-6940 to quickly examine the transaction and block it before reception of the money (if you have unfortunately completed the transaction) and take the time to inform your zone manager who will be able to alert the neighboring offices.

During a general assembly of the members of the Canadian Postmasters and Assistants Association, Quebec Branch, that was held at **9:00 at Hôtel Riôtel in Matane:**

The members of the executive committee in attendance are: the vice-president: Chantal Coulombe, the director: Chantal Corriveau, the secretary: Angèle Sénéchal, under the chairmanship of Steeven Roy.

More than **60** members are in attendance at the general meeting.

AGENDA OF THE ANNUAL GENERAL ASSEMBLY:

- Prayer and minute of silence in the memory of... ;
- Report of the Minutes of the April 2023 annual general assembly;
- Chair's Report;
- National Chair's Report;
- Report from the Financial Committee;
- Forum

CALL TO ORDER

Minute of silence with Chantal Coulombe

Minute of silence held to the memory of deceased members during the last year with Chantal Corriveau

R.: 24.798 MOVED BY: LYNDA TREMBLAY

SECONDED BY: ISABELLE DEMERS

It was resolved that the minutes of the **April 30, 2023** General Assembly be accepted.

CARRIED UNANIMOUSLY

The president, Steeven Roy, reads his report.

The French vice-president at the National level, Brigitte Faucher, reads the report of the National president, Mr Dwayne Jones.

R.: 24.799 MOVED BY: NATALIE LALANCETTE

SECONDED BY: ANNE ROBERT

It was resolved that the report submitted by the president be accepted.

CARRIED UNANIMOUSLY

R.: 24.800 MOVED BY: MARIE-HÉLÈNE DUMAIS

SECONDED BY: JUDITH CARON

It was resolved that the projected budget for the year **2025** be accepted.

CARRIED UNANIMOUSLY

R.: 24.801 MOVED BY: DORIS ST-PIERRE

SECONDED BY: MONIQUE ROBERT

It was resolved that the financial report for the Quebec Branch for the year ending on **December 31, 2023** be accepted after reading.

CARRIED UNANIMOUSLY

R.: 24.802 MOVED BY: MARTINE DESCHÊNES

SECONDED BY: NATHALIE OUELLET

It was resolved that the fees for the executive committee be \$459.00 for the president and the vice-president and the secretary-treasurer, and \$408.00 for the directors at the convention, under the application of R. 23.796.

CARRIED UNANIMOUSLY

The financial future of the branch was discussed in relation with the budget and the reports of the audits presented at the assembly.

R.: 24.803 MOVED BY: ISABELLE CÔTÉ

SECONDED BY: MANON SIMARD

It was resolved that the number of officers of the Quebec Branch goes from 5 to 4 at the April 28, 2024 General Assembly in Matane and be composed of one president, one vice-president, one secretary-treasurer and one director, but ceases to be in effect if this regulation is not ratified during the next national quadrennial convention.

CARRIED UNANIMOUSLY

Forum

R.:24.804 MOVED BY: CHANTAL SÉNÉCHAL

SECONDED BY: MANON JACQUES

It was resolved that the General Assembly be terminated at **11:15**.

CARRIED UNANIMOUSLY

2025 CONVENTION

It is with the utmost pleasure that we are informing you that the next convention will be held on May 2, 3 and 4 at Hôtel du Domaine in Thetford Mines. Dear members, make this convention another great success by being present!

Finances of the branch

To follow up on the presentation of the finances and the 2025 projected budget of the branch, it is important to provide you with some important information.

As outlined in the 2025 projected budget, it will be a deficit of more or less \$30,000. If we keep this pace, the future of the branch could be compromised in the long term.

We have fewer members from one year to the other, mainly because of hiring difficulties to fill out vacant positions; in 2023 we were 141 members less than in 2021; also the possible change of government makes us anxious about the preservation of all the services and the rural post offices; those are direct repercussions for our future revenues.

The costs related to our journal have increased, which explains the change of its presentation.

Officers' representation and travel costs have increased by 45% between 2022 and 2023.

In 2018, the average cost of a hotel room was around \$125 and, in 2023, in certain regions, it can now reach \$225.

The total cost of conventions has considerably increased since Covid, especially in large cities. A convention costs approximately \$20,000 more than before, so that is something to think about.

Taking in account all those facts, we think that a part of the solution is for the branch to have 4 officers instead of 5, since there is already a vacant spot. We had to work with 4 officers during many months and again now and it is going well.

Considering:

- the difficulty to recruit officers
- the high cost to instruct new officers who resign during the first year
- the officer is underused for work for the branch
- the costs of an officer: fees, rent, telephone, Internet, executive meetings, conventions, meetings with CPC, per diem, salary, mileage, etc... = **Grand total: \$20,000** a year almost or **\$72,000** per quadrennial.

We have therefore brought the discussion to the National level by proposing a resolution for a change in the regulations:

- to leave the branch the possibility to have 4, 5 or 6 officers.

The National office, that is the 8 presidents of Canada, voted in favour of the resolution and it will be ratified at the next quadrennial.

We must also submit this resolution to you for approval to make it effective immediately. (That was done during the general assembly of the convention and the resolution was welcomed by all minus one member; so the branch will remain at 4 officers until the next national quadrennial.)

Finally, a regular evaluation of our finances will be done to make sure that this solution is sufficient or if we have to find other changes.

CPAA BUDGET			Budget	Budget	Budget	Actual
		REVENUES	2025	2024	2023	2023
4006	r06	interest received (investment/dividend)	16 000,00 \$	17 000,00 \$	2 000,00 \$	15 428,63 \$
4007	r07	MISCELLANEOUS	- \$	- \$	- \$	- \$
4008	r08	Funds received from the National Office	375 000,00 \$	375 000,00 \$	375 000,00 \$	391 778,30 \$
4009	r09	Dues from associate members (\$10/member)	400,00 \$	400,00 \$	300,00 \$	400,00 \$
4010	r10	Registrations received for the convention (annual/quadrennial)	2 000,00 \$	2 000,00 \$	- \$	4 100,00 \$
4011	r11	Amounts received for other reasons from members	- \$	- \$	- \$	- \$
4013	r13	Withdrawal from the savings account	28 920,00 \$	3 780,00 \$	30 120,00 \$	45 195,80 \$
		TOTAL OF REVENUES	422 320,00 \$	398 180,00 \$	407 420,00 \$	456 902,73 \$
		DISBURSEMENTS	2025	2024	2023	2023
5405	d09	Officers' monthly fees	28 320,00 \$	24 600,00 \$	21 600,00 \$	22 200,00 \$
5410	d10	Salary of the secretariat	28 000,00 \$	30 000,00 \$	41 500,00 \$	41 787,54 \$
5422	d17	EI - CPAA	1 200,00 \$	1 000,00 \$	1 000,00 \$	1 305,17 \$
5425	d16a	QPIP - CPAA	500,00 \$	500,00 \$	570,00 \$	501,18 \$
5440	d17a	CNESST - CPAA	500,00 \$	1 000,00 \$	1 200,00 \$	494,63 \$
5450	d16	RRQ - CPAA	4 000,00 \$	2 800,00 \$	2 800,00 \$	3 639,63 \$
5455	d15a	FSSQ - (RAMQ) - CPAA	3 200,00 \$	2 500,00 \$	3 200,00 \$	3 085,56 \$
5601	d06	Miscellaneous expenditures	- \$	1 000,00 \$	1 150,00 \$	1 056,73 \$
5602	d07a	Correction and translation of the Publications Mail	1 600,00 \$	1 500,00 \$	1 600,00 \$	1 608,91 \$
5603	d07	Journal - PP production	14 000,00 \$	24 000,00 \$	16 000,00 \$	24 313,34 \$
5605	d08	Rent of officers	7 800,00 \$	7 800,00 \$	7 800,00 \$	7 475,00 \$
5610		Bank fees	500,00 \$	480,00 \$	- \$	480,00 \$
5612		Fees for auditing	2 000,00 \$	3 000,00 \$	- \$	2 163,95 \$
5613		Professional services	500,00 \$	- \$	- \$	- \$
5617	d18a	Licence and software	3 000,00 \$	2 000,00 \$	3 000,00 \$	3 148,73 \$
5618	d18	Equipment purchase, rental or repair	500,00 \$	4 000,00 \$	4 000,00 \$	6 900,01 \$
5619	d19	Office supplies	1 000,00 \$	1 500,00 \$	2 000,00 \$	1 358,88 \$
5622	d22	Telephone, cell, Internet	8 700,00 \$	9 000,00 \$	9 000,00 \$	7 985,57 \$
5623	d23	Postage	500,00 \$	3 500,00 \$	2 500,00 \$	668,51 \$
5624	d24	Expenses for branch convention	45 000,00 \$	40 000,00 \$	75 000,00 \$	50 720,23 \$
5625	d25	Expenses for branch meetings	- \$	- \$	- \$	1 582,67 \$
5626	d26	Expenses for national convention	- \$	- \$	4 000,00 \$	2 393,62 \$
5628	d27a	Branch administration	65 000,00 \$	60 000,00 \$	60 000,00 \$	55 872,86 \$
5631	d28a	Conflicts	12 000,00 \$	12 000,00 \$	25 000,00 \$	10 253,70 \$
5632	d28b	CNESST, OHS, investigation for work accident	10 000,00 \$	12 000,00 \$	13 000,00 \$	7 644,96 \$
5633	d28c	Staffing	10 000,00 \$	3 000,00 \$	4 000,00 \$	8 167,86 \$
5634	d28d	Disciplinary meeting	65 000,00 \$	50 000,00 \$	42 000,00 \$	61 839,25 \$
5635	d28e	Job evaluation	3 000,00 \$	1 000,00 \$	1 000,00 \$	1 389,31 \$
5636	d28f	Grievances	500,00 \$	2 000,00 \$	2 000,00 \$	151,56 \$
5637	d28g	STDP (short and long term)	- \$	1 000,00 \$	1 500,00 \$	- \$
5638	d28h	Employer/Union/Working relationship	35 000,00 \$	20 000,00 \$	12 000,00 \$	30 566,25 \$
5641	d29	Executive office meeting (executive)	50 000,00 \$	50 000,00 \$	30 000,00 \$	55 234,51 \$
5642	d30	Branch or quadrennial convention	6 000,00 \$	10 000,00 \$	6 000,00 \$	13 131,68 \$
5643	d31	Other meetings: fall Teams	5 000,00 \$	5 000,00 \$	5 000,00 \$	7 895,89 \$
5734	d34	Expenses for political actions	2 000,00 \$	2 000,00 \$	2 000,00 \$	- \$
5735	d35	Training	5 000,00 \$	5 000,00 \$	2 000,00 \$	19 456,88 \$
5736	d36	Hour consultation	1 000,00 \$	2 000,00 \$	1 000,00 \$	107,17 \$
5738	d38	Meeting for a return to work arrangement	2 000,00 \$	3 000,00 \$	3 000,00 \$	320,99 \$
		TOTAL OF DISBURSEMENTS	422 320,00 \$	398 180,00 \$	407 420,00 \$	456 902,73 \$



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NOTICE

If you move, please send us your new contact information by email at:
s.roy.acmpaquebec@gmail.com or asenechal.acmpa@gmail.com

Newly retired or associate member

Stay in touch with us and continue to come to our conferences! When you retire, no matter the time of year, send us your payment. Member-associates your 2024 contribution will be receivable from January 2024. In both cases, send us a check for \$10.00 payable to the A.C.M.P.A., to the address of the secretary-treasurer.

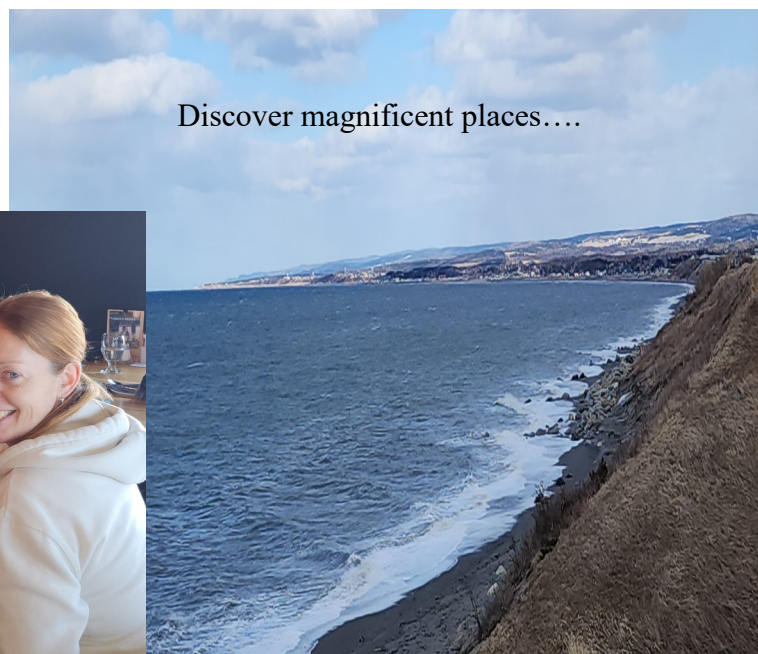
Publication of this newsletter

The aCcomPagnAteur is published three times a year, without a fixed date, by the ACMPA Quebec Section.

**** These articles were written by your union officers ****

For any comments, suggestions or correspondence, write to the secretary-trea., ACMPA Quebec branch

Recap of the 2024 Convention





**Congress
2024**

**Riôtel
Matane**

**Thank you
for your
presence and
participation!**



**We look forward to seeing you
next year!**

