

## Quebec branch

[www.acmpaquebec.com](http://www.acmpaquebec.com)

Here are the winners of the door prizes for our general annual assembly that was held May 2 with the officers Chantal Coulombe and Steeven Roy.



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



**Happy summer season TO :**



## Word from the President

Hello everyone,

Now that it appears spring weather is here to stay, it is time to assess the situation and to review the events that touch us, members of the CPAA. I assure you once again that your officers were very busy.

Here are a few highlights:

As you know, we have renewed our collective agreement with a few changes, including the offer of acting assignment hours to our casual employees with continuous employment before using the 50 km list. It was a much debated and slightly controversial subject. Not to mention that this agreement will be already expired this coming December 31<sup>st</sup>. You have in fact until June 30, 2026, to submit your requests for changes. If you want some modifications or improvements, it is your duty, members, to make yourselves heard.

We have tabled many grievances for our members about errors detected on the granting of the number of weeks for vacation leave and preretirement leave. We found that some date had been erased from the Canada Post system in relation with the date of hiring and the date of continuous employment. That problem should be solved, but, as you might think, it will take patience with the employer.

We also had to process during the last year many cases of conflict management between employees in the offices. Many members do not talk about it, thinking that the conflict will solve itself. At some point in time, the pressure is too much and the situation explodes. Do not wait until it happens to you, speak out from the start of the “irritants” to your zone manager and, if he or she does nothing, call us. Conflicts often start with a harmless situation, but it can get real bad as weeks go by.

Another subject that kept us worried lately and which is far from being resolved, is the restructuring of Canada Post. The plan presented to the government has not been approved yet by Minister Lightbound, but the employer seems nonetheless going forward with its changes. We have received and are still receiving information in very small doses from the employer. Even local management, that is our directors, does not know exactly how things will go, because the decisions are for the whole of Canada and taken at the national level. At this point, we all know they will take out home delivery to make deliveries in community mailboxes (CMB).

Very recently, we learned that they are making visits to some targeted offices around large cities to collect operational information, do surveys with customers, at the same time for franchises, CUPW or CPAA. We suspect that there is a reason behind this; it is possible that they want to regroup some RSMCs or to permanently close some offices. Your ideas being just as good as ours, do not hesitate to communicate with us.

The coming changes related to our employment with the CPAA are not clear yet. There is a possibility of office closures, but we have no factual information. We know that the CPC does not expect to layoff anyone, that the

process will spread out over several years and that the retirement of many employees in the next few years will reduce the shock. We do not the places nor the number of offices targeted. Without hiding it from you, it is certain that we are concerned a little bit more about the offices that are close to one another.

To do so, the employer could now use article 13, something he has practically never done in Quebec before. We are talking here about the relief list or employees put on the surplus list with recall priorities or priority of appointment to a vacancy. They could also transfer some employees to neighboring offices by respecting certain rules or with some memorandum of agreement. We will inform you if the employer chooses this path, which is pretty difficult to manage.

It is in this time of uncertainty that we need nonetheless to maintain morale and know that this restructuring will spread out over many years.

We will let you know about any change as the situation unfolds on our Web site and our journal. By the way, we receive excellent comments from everywhere about the journal, even from other provinces, and we are really proud. It is “packed” with relevant information about our daily work and Angèle, our secretary-treasurer, greatly contributes to it!

On this last note, I wish you great summer holidays to relax and making the most of it.

*Steeven*

\*\*\*\*\*



**« It is not the strongest of the species that survives, not the most intelligent but the one most responsive to change ». — Charles Darwin**

# Convention 2027

Our next branch meeting will be at Hotel le Germain in Baie-St-Paul and will be held from Thursday, April 30 until May 2, 2027. If you want to book a room at Hotel le Germain with the negotiated rates, you must do so before March 19, 2027, and mention it is for the Canadian Postmasters and Assistants Association. We remind you that it will be a meeting with elections for your officers and also the occasion for you to submit your nomination to become a delegate for the National Convention. The Maritime Branch will host the 2027 National Convention. Details and registration information will be sent later.

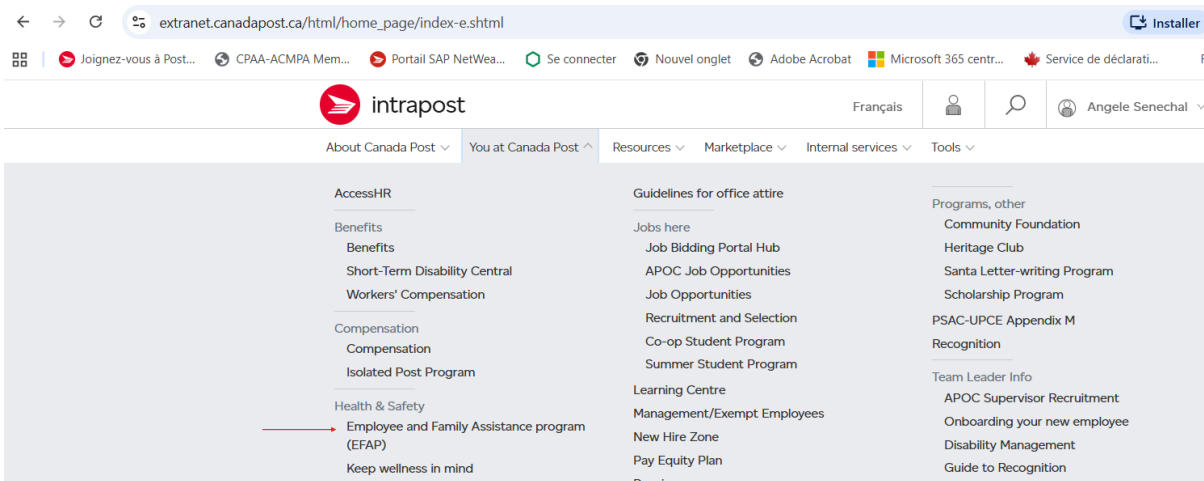
**All the officers wish you a great summer!**



## Resources to keep handy:

EFAP – Employee and Family Assistance Program 1 877 565-4903

We encourage you to examine the range of services offered often overlooked in this program.



Canada Post Retirement Plan Centre: 1 877 480-9220

HR Access: 1 877 807-9090

Control Centre: 1 800 361-8744

Your LZM: \_\_\_\_\_

(in case of emergency, your family should also be able to communicate with this person)

## FEAR

In some discussions with you, one subject keeps coming back too often:

- I did not call you, because I am afraid of retaliation.
- I am calling you, but don't do anything, I am afraid of what will happen.
- I did not say anything at that moment, because I am afraid of arguments.
- I have chosen my fight.

As long as you live in fear, apprehension or the desire to be friends, we will not be able to help you and nothing will change.

Your role in the post offices is to be a resource, a leader, a person who gives information, who shares his knowledge, who is devoted to the task and who works in collaboration... You have the right to inform your managers of everything that is not working, like repetitive errors, doubts about a procedure, colleagues who cannot make it.

Because managers have the disciplinary power and resources that you do not have.

Situations escalate because all the resources are not involved in the process due to your fear.

If the manager is the source of your fear, of your apprehensions, you have resources. But you must allow us to represent you AND you have to notify us de facto. What worse could happen if you "talked" about a situation?

We will never repeat it enough, communicate with your managers and keep a copy of your discussions.



# Request for Additional Hours

When you are not able to accomplish all your work and you are overwhelmed, you have to request additional hours for the operational needs of your office. However, you must use the appropriate channel to make that request.

**Here is the ONLY way to proceed:**

**Send an email to your LZM and keep the email as a proof of your request.**

You must not feel guilty or incompetent. It is possible that you only have too much work and it can be normal that you can't make it sometimes.

To get a positive answer from your LZM, be ready! That is, prepare your arguments. Before making your request, you must know how much time you will need and the list of the tasks that remain to be executed.

If you are replacing a postmaster, it is even more important to ask for help if needed. You can't know everything when you start! And it won't be misinterpreted.

**Do not do any volunteer work! Take your breaks!**

Even if your request is refused, keep your email, and if you need it for another occasion, make another request. If you need our help, it will be easier to discuss with the employer with documents for requests and even avoid possible hour cuts in a near future...

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**AGAIN!!!** 

**We remind you that it is forbidden to use the material resources of Canada Post to communicate with the union officers. Buy envelopes and stamps to send us documents.**

**Use a personal electronic device to send us an email.**

## **Access to Information**

We wish to remind every member (**regardless of your status and the office you work in**) that you are fully entitled to access to any documentation you need to adequately fulfill your tasks and to understand the processes regarding your work. Being able to validate with what has already been done to fill out internal forms, consulting the office schedule or the annual leave calendar are examples of information to which you must have access.

Postmasters (or replacements) and your LZM are there to help you, guide you and give you the necessary documents.

We invite you to take the steps necessary to request any information you need when the moment comes. It is a way to remain confident, autonomous and well equipped in your work. Discretely, when necessary, do not hesitate to validate information with more than one resource such as the FSD, a trainer, an experienced postmaster, your LZM, your union, the CIBP... It helps us collectively to keep an information accurate, coherent and reliable.

Having a casual status (indeterminate employee) does not limit your list of resources to consult; on the contrary, build yourself a network, make some contacts and get yourself known.

Why do you take the initiative to lock entire cabinets during your absences? Why does your LZM ask you to lock up certain information during your absences? To hide information or flouted procedures? You are not supposed to have classified documents in the cabinets of the office. To avoid “gossip”? It is not the solution. In case of inappropriate behavior, the LZM have resources to meet and assist the people in need. You are not “required” to accept all the demands of your managers if it seems unusual. Now do you ask for the impact of a collaboration with a colleague; ask us how that is perceived? Take the time to call us in those situations.

**Collaboration, respect of others and of the procedures in our offices are all elements that must be at the heart of our decisions.**



## Minutes of the 2026 Annual General Meeting

At an Annual General Meeting of the members of the Canadian Postmasters and Assistants Association, Quebec Branch, held at 10:00 on May 2, 2026, at Hotel and Suites Normandin in Lévis:

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

**74 members were in attendance at the general meeting.**

### **AGENDA OF THE ANNUAL GENERAL ASSEMBLY:**

- Moment of reflection;
- Minute of silence in the memory of our lost ones;
- Report of the Minutes of the May 2025 Annual General Meeting;
- Chair’s Report;
- - National Chair’s Report;
- Report from the Financial Committee;
- Forum;
- Door prizes.

### **CALL TO ORDER**

Moment of reflection, under the theme “ability to adapt,” with Chantal Coulombe.

Minute of silence for our deceased members with Chantal Corriveau. Our dearest condolences to the families, friends and colleagues of Ms. Dina Potvin and Ms. Guylaine Foster.

**R.: 26 810** It was resolved that the minutes of the 2025-05-04 General Assembly be accepted, as read.

MOVED BY: Manon Jacques  
SECONDED BY: Monique Robert  
CARRIED UNANIMOUSLY

The president, Steeven Roy, reads his report.

The president, Steeven Roy, announces his retirement, that will start July 5, 2026, from Canada Post and the CPAA.

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

**R.: 26 811** It was resolved that the reports submitted by the presidents be accepted.

MOVED BY: Linda Grimard  
SECONDED BY: Ursula T. Ruf  
CARRIED UNANIMOUSLY

**R.: 26 812** It was resolved that the projected budget proposed by the officers of the branch for the year 2027 be accepted.

MOVED BY: Julie Béland  
SECONDED BY: Isabelle Côté  
CARRIED UNANIMOUSLY

**R.: 26 813** It was resolved that the financial report for the Quebec Branch for the year ending on December 31, 2025, be accepted.

MOVED BY: Geneviève Bédard  
SECONDED BY: Nathalie Lampron  
CARRIED UNANIMOUSLY

**R.:** It was resolved that the fees for the executive committee be \$477,54 for the president and the vice-president and the secretary-treasurer, and \$424,48 for the director at the convention, under the application of R. 23 796.

MOVED BY: Annick Veillette  
SECONDED BY: Julie Béland  
CARRIED UNANIMOUSLY

#### FORUM and DOOR PRIZES

**R.: 26 815** It was resolved that the General Assembly be terminated at 11:30.

MOVED BY: Monique Robert  
SECONDED BY: Chantal Gaudreault  
CARRIED UNANIMOUSLY

Your participation is necessary for the future of your branch and we thank you, thanks again, for your presence. This annual general meeting allowed us to have more people for whom it was a first time at our activities. Now that the "ice is broken" for some, while others enjoyed each other's company, we hope that you will all come back next year. Thanks for this success, it would not have been possible without you.



CPAA BUDGET			Budget	Budget	Budget	Actual
		REVENUES	2027	2026	2025	2025
4005	r05	Deposit made to the current account CP	- \$	- \$	- \$	408,71 \$
4006	r06	Interests received (investment/dividend/Visa return)	20 000,00 \$	13 625,00 \$	16 000,00 \$	20 074,42 \$
4007	r07	Miscellaneous	- \$	- \$		
4008	r08	Funds received from the National Office	400 000,00 \$	375 000,00 \$	375 000,00 \$	450 918,62 \$
4009	r09	Dues from associate members (\$10/member)	500,00 \$	400,00 \$	400,00 \$	550,00 \$
4010	r10	Registrations received for the convention (annual/quarterly)	2 500,00 \$	- \$	2 000,00 \$	3 300,00 \$
4011	r11	Amounts received for other reasons from members	- \$	- \$	- \$	- \$
4012	r12	Donations	- \$	- \$	- \$	- \$
4013	r13	Fixed-term deposits	71 000,00 \$	- \$	28 920,00 \$	- \$
		<b>TOTAL OF REVENUES</b>	494 000,00 \$	389 025,00 \$	422 320,00 \$	475 251,75 \$
		DISBURSEMENTS	2027	2026	2025	2025
5405	d09	Officers' monthly fees	22 600,00 \$	22 000,00 \$	28 320,00 \$	21 705,60 \$
5410	d10	Salary of the secretariat	30 000,00 \$	30 000,00 \$	28 000,00 \$	40 740,31 \$
5422	d17	EI - CPAA	1 100,00 \$	1 100,00 \$	1 200,00 \$	965,82 \$
5425	d16a	QPIP - CPAA	500,00 \$	400,00 \$	500,00 \$	364,58 \$
5440	d17a	CNESST - CPAA	350,00 \$	400,00 \$	500,00 \$	253,05 \$
5450	d16	RRQ - CPAA	2 800,00 \$	2 800,00 \$	4 000,00 \$	2 572,94 \$
5455	d15a	FSSQ - (RAMQ) - CPAA	950,00 \$	950,00 \$	3 200,00 \$	869,03 \$
5601	d06	Miscellaneous expenditures (bank fees, pro counselling, auditors)	3 400,00 \$	3 450,00 \$	3 000,00 \$	934,54 \$
5602	d07a	Correction and translation of the Publications Mail	2 000,00 \$	2 000,00 \$	1 600,00 \$	1 363,03 \$
5603	d07	Journal - PP production	16 000,00 \$	18 000,00 \$	14 000,00 \$	14 913,13 \$
5605	d08	Rent of officers	7 200,00 \$	7 200,00 \$	7 800,00 \$	7 200,00 \$
5612	d	Auditing fees	100,00 \$			36,92 \$
5617	d18a	Licence and software	4 100,00 \$	3 000,00 \$	3 000,00 \$	4 018,43 \$
5618	d18	Equipment purchase, rental or repair	2 000,00 \$	1 000,00 \$	500,00 \$	- \$
5619	d19	Office supplies (stationary)	3 500,00 \$	2 200,00 \$	1 000,00 \$	3 182,90 \$
5622	d22	Telephone, cell, Internet paid to officers	8 400,00 \$	7 500,00 \$	8 700,00 \$	8 265,35 \$
5623	d23	Postage	500,00 \$	2 000,00 \$	500,00 \$	332,16 \$
5624	d24	Expenditures for convention (other than salary)	60 000,00 \$	5 000,00 \$	- \$	42 311,15 \$
5626	d26	Expenditures for national conventions (other than salary)	8 000,00 \$	- \$	- \$	- \$
5628	d27a	Branch administration	82 000,00 \$	55 000,00 \$	65 000,00 \$	69 796,64 \$
5631	d28a	Conflicts	28 000,00 \$	25 000,00 \$	12 000,00 \$	23 072,18 \$
5632	d28b	Work accident investigation	1 500,00 \$	3 000,00 \$	10 000,00 \$	3 555,84 \$
5633	d28c	Staffing, competition observation, pmo	2 000,00 \$	2 000,00 \$	10 000,00 \$	890,51 \$
5634	d28d	Disciplinary meeting	60 000,00 \$	60 000,00 \$	65 000,00 \$	52 833,07 \$
5635	d28e	Job/employee evaluation	12 000,00 \$	10 000,00 \$	3 000,00 \$	- \$
5636	d28f	Grievances	2 000,00 \$	500,00 \$	500,00 \$	773,75 \$
5637	d28g	STDP (short and long term)	1 000,00 \$	1 000,00 \$	- \$	755,65 \$
5638	d28h	Employer/Union/Working relationship	35 000,00 \$	18 000,00 \$	35 000,00 \$	22 475,78 \$
5641	d29	Expenses for branch meetings (executive)	50 000,00 \$	50 000,00 \$	50 000,00 \$	45 935,21 \$
5642	d30	Salary, per diem, and mileage for convention (officer/delegate)	15 000,00 \$	5 000,00 \$	51 000,00 \$	7 349,31 \$
5643	d31	Expenditures for fall TEAMS	3 000,00 \$	2 500,00 \$	5 000,00 \$	2 874,21 \$
5731	d41	Fees for ultimate appeals	5 000,00 \$			4 257,59 \$
5734	d34	Expenses for political actions	7 000,00 \$	7 000,00 \$	2 000,00 \$	2 248,05 \$
5735	d35	Training	10 000,00 \$	5 000,00 \$	5 000,00 \$	- \$
5736	d36	Hour/schedule consultation for the office	5 000,00 \$	10 000,00 \$	1 000,00 \$	324,06 \$
5738	d38	OHS, CNESST, return to work arrangement.	2 000,00 \$	5 000,00 \$	2 000,00 \$	- \$
Audit		Amortization	- \$	- \$		1 251,21 \$
Audit		ULWOP write-off	- \$	- \$		(1 518,24) \$
		<b>TOTAL OF DISBURSEMENTS</b>	494 000,00 \$	368 000,00 \$	422 320,00 \$	386 903,76 \$
		<b>Budget balance: surplus or (deficit) (4013)</b>	- \$	21 025,00 \$	- \$	88 347,99 \$

## **Important update**

### **CPAA merged list of casual employees**

#### Origin of the CPAA merged lists of casual employees:

More than twenty years ago, there were job offers and there were candidacies. However, offices offering fewer work hours were put at a disadvantage compared to neighboring offices offering a more complete daily work schedule. By establishing merged lists, management was making sure they were getting candidates by proximity sector and forcing them to do replacements in all the offices of that list. A three-refusal tolerance had been set and, after those three refusals, the employee was removed from his position.

#### Reality in 2026:

Merged lists do not respect the collective agreement signed in 2025. Job offers are different. Candidacies are limited. The three-refusal policy is no longer systematically applied, management deciding on a case-by-case basis according to the available replacement resources. Merged lists exist only in Quebec. Following the new collective agreement, some employees were affected in the rights by the merged lists. By agreement, the parties agree to the following changes:

#### **Directives (#1 to #5):**

#### **Here are the directives to apply as of May 1, 2026, for all merged lists still in place:**

# 1 Ask to “demerge” the list when it has no more candidates.

#2 The casual employee with continuous employment on a merged list must sign his vacation leave on the calendar of the office that manages payroll. (**The office that manages payroll must be the one with the largest number of hours**). Article 23 of the collective agreement refers to an order of priority for the signature of leave by office. The casual employee with continuous employment cannot therefore block his/her holiday weeks on more than one calendar.

# 3 The casual employee with or without continuous employment will be considered for acting assignment in the office managing his/her pay, according to the priority order defined in article 11.08 of the agreement. The order defined in that article of the agreement is for a single office. The casual employee can block his/her priority in more than one office at the time.

# 4 The casual employee with or without continuous employment will be considered for extra hours in the office managing his/her pay, according to the priority order defined in article 20.13 of the agreement. The order defined in that article of the agreement is for a single office. The casual employee can block his priority in more than one office at the time.

# 5 The casual employee with or without continuous employment will be considered for a nomination to an assistant position of less than 15 hours or assistant 15 hours or more in the office managing his/her pay, according to the priority order of the offers defined in articles 11.02 and 11.03. The order defined in those articles of the agreement is for a single office. The casual employee can block his priority in more than one office at the time. The casual employee who wants a part-time position must always fill in the interest form for a part-time assistant position available on the WEB site: [www.acmpaquebec.com](http://www.acmpaquebec.com), in the “Forms” tab.

## 11.08 Acting assignment

- a) For the purpose of this agreement, “acting assignment” means the assignment of an employee on an acting basis to a Postmaster or Senior Assistant position which is at a higher classification level than the position to which she is appointed. An employee will perform the duties of the higher classification level that may be required during the acting assignment in order to be entitled to receive the acting pay. (Replacement of the postmaster or senior assistant entire schedule)
- b) **An acting assignment in an office shall be offered in the following order:** ↓
- i) To the qualified and readily available employee in the office (**senior assistant and part-time employees of the office**) on the basis of first opportunity to the employee who works the greatest number of regularly scheduled hours per week, last opportunity to the employee who works the least number of regularly scheduled hours per week.
- ii) **Where two (2) or more employees are working the same number of hours per week, the opportunity shall first be offered to the employee with the longest continuous employment in that post office.** An employee who was formerly full time and whose hours were reduced in accordance with Clause 12.05(a)(i) shall have priority.
- iii) To the qualified term employee in that office who has continuous employment. (**Casual employee with continuous service of the office**) If there is more than one qualified term employee in the office who has continuous employment, the position shall first be offered to the one with the longest continuous employment.
- iv) To a qualified and readily available employee within a fifty (50) km radius of the office who has notified the Corporation in writing of her interest. If there is more than one (1) qualified employee, the opportunity shall be offered to the employee with the longest continuous employment in the bargaining unit. (**50 km list**)
- v) If there is no such employee, the position may then be filled by other means. (As a general rule, you will make the offer to your casual employee without continuous employment in the office; you will then try to find a solution with casual employees of other offices; finally, you will consult your managers to approve a solution or to find a solution. However, there are sectors where LZM manage the “other means” section according to their own interpretation, leaving some doubts on the transparency of the replacement process; let us know.)
- \*\* For the purpose of article 11.08(b), when determining if an employee is “qualified,” the following factors shall be considered: bilingual credentials, previous acting experience in the relevant position, previous supervisory experience, training in the relevant position, and performance in the current position. (**Everyone must start somewhere, you can have your chance, if needed, ask for some training before a replacement. The employer must give you the resources to become competent. If that is not the case, let us know.**)
- \*\* Except as a result of granting leave under a provision of this agreement, acting assignments shall not normally be in excess of twelve (12) months. Exceptional cases shall be a matter of consultation with the Corporation and the Branch President concerned. (If it happens to you, communicate with your LZM in writing and put us in CC.)

## 20.13 Extra hours

For the purpose of Clause 20.13, “**extra hours**” means any hours available to be worked in excess of an employee’s regular schedule. The Corporation shall determine the extra hours it requires in each circumstance, and offer such hours to employees working in that Post Office in accordance with the provisions of this Clause. **(Extra hours for operational needs of the office and replacement of part-time)**

a) On each occasion that extra hours are to be worked, opportunities to work the extra hours are to be offered to employees who notify the postmaster beforehand of their availability, on the basis of the first opportunity to the employee who works the greatest number of regularly scheduled hours per week, last opportunity to the employee who works the least number of regularly scheduled hours per week. (Offered first to the people with a position in the office, but cannot be more than 40 hours; cannot be more than a 10-hour daily schedule per day; cannot make more than two entries per day, cannot have a 5 hour or more consecutive block of work.)

b) Where two (2) or more employees are working the same number of hours per week, the opportunity shall be first offered to the employee with the longest continuous employment in that post office. Save that an employee who was formerly full-time and whose hours were reduced in accordance with Clause 12.05(a)(i) shall have priority.

c) In the application of this Clause, it is understood that a Part-Time Assistant shall be granted an opportunity to work extra hours provided that the extra hours do not conflict with her regular schedule and provided she does not work more than eight (8) hours per day, or forty (40) hours per week.

ii) Subject to Clause 20.13(c)(i) the Part-Time Assistant who is granted the first opportunity to work extra hours should, while the opportunity lasts, end up working a total number of hours that is not less than the total number of hours worked by the Part-Time Assistant who accepts the second opportunity, and so on for each subsequent opportunity granted.

d) Where there are any hours to be worked in an office that cannot be filled in accordance with Article 20.13 (a)-(c), before assigning the hours and before offering the hours to a person who is not an indeterminate employee of the Corporation, the hours shall be offered to the qualified term employee in that office who has continuous employment. If there is more than one qualified term employee with continuous employment in that office, the hours shall be offered to the one with the longest continuous employment. If there is no qualified term employee who has continuous employment, the hours shall be offered to the qualified term employee in that office who does not have continuous employment. If there is more than one qualified term employee who does not have continuous employment in that office, the hours shall be offered to the one with the earliest date of hire. (Extra hours cannot be assigned to a management of casual employees by seniority per sector; it is those of the office that have to be called first at this step)

ii) Where all the extra hours to be worked cannot be covered by application of the principle expressed above, employees may be assigned to work the extra hours that cannot be covered, and/or those hours may be covered by other means.

e) Application of this Clause entails no obligation on the part of the Corporation for equal distribution of extra hours.

# CALL FOR APPLICATIONS DIRECTOR POSITION CPAA QUEBEC BRANCH

Following the retirement of Steeven Roy from Canada Post and therefore from the CPAA, we must fill the director position, as stipulated in the rules of the Association.

We hereby invite you to send, **by email**, before August 10, 2026, your curriculum vitae, as well as a short description of the reasons motivating you to submit your nomination for the position. The two essential conditions to submit your nomination are that you must hold a position for an indefinite term and be an active member.

## Here are the desired qualifications:

- \* Having a basic knowledge of the OFFICE Suite (Word, Excel, etc.);
- \* Being comfortable using technology (e-mail, Internet, smart phones, etc.);
- \* Being available and autonomous;
- \* Having a basic knowledge of our collective agreement;
- \* Having the desire to help your colleagues and promoting equity;

You can communicate with us to get more information.

You must send your CV and the description of the reasons for your motivation **by email** at the following address:

**[ccoulombe.acmpa@gmail.com](mailto:ccoulombe.acmpa@gmail.com)**

BRANCH PRESIDENT

**Do not forget to update the contact information of your officers! 🤖**



## CORRESPONDENCE

The journal is sent according to the coordinates of your ESS. A delay between your update and the version given to the CPAA can vary by a few months. It is important to correct your address quickly with the employer AND to indicate your preferred language of communication correctly.

### Newly Retired or Associate Member

Please stay in touch with us and keep coming to our conventions! At the moment of retiring, no matter the time of the year, please send us your payment. The 2026 dues for associate members will be receivable in January 2026. In both cases, the payment is of \$ 10.00.

**Contact Angèle Sénéchal for payment options.**



**Vice-president/treasurer  
Angèle Sénéchal**

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## **NOTICE**

**If you move**, please send us your new contact information by e-mail at:

**[ccoulombe.acmpa@gmail.com](mailto:ccoulombe.acmpa@gmail.com) or [asenechal.acmpa@gmail.com](mailto:asenechal.acmpa@gmail.com)**

### **Journal publication**

The ComPAAAnion Journal is published three times a year, without fixed dates, by the CPAA, Quebec Branch.

## A little word of public interest, from an open heart ...

For some time, I have been watching everything around me and I am asking myself questions about different aspects of my life. Whether it is about my family, my friends, my health and my life choices for the future. What do I want for my future? What do I want to experience?

So, after a few months of consideration, I finally took a decision. At 54, after 33 years at Canada Post and since 2010 at the CPAA, the time has come to tell you that I will retire next July.

I am also my seat as president before the end of my mandate for many reasons, more personal than professional. Rest assured, there is no "squabble" in your union! I loved working for you, members of the CPAA; it was an enriching experience.

Ms Chantal Coulombe will take over as president and I have no doubts in her capacities to manage the branch adequately, as well as the whole team in place.

**Thanks for believing in me during all those years in our union.**

Can't wait to meet you at our next convention, as a retiree.

😊 *Steeven*

