

Canadian Postmasters
and
Assistants Association



l'Association canadienne
des maîtres
de poste et adjoints

Quebec branch

The ComPAAnion

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The new site for the CPAA branch of Quebec!

www.acmpaquebec.com

WORD FROM THE PRESIDENT

Dear colleagues,

Summer is already behind us and it was a particular one this year. Of course, I am talking about the Covid and the fact that we have to adapt to wearing a mask.

It is the same in our offices, where we have to wear a mask and ask our clients to do the same. We all know that it is not comfortable, but it is the situation everywhere.

Please know that for all the situations related to Covid, Canada Post must adapt and follow the recommendations made by the Public Health Institution and modify them as needed. These decisions evolve and change quickly. An answer from last week can be different the next week.

We receive calls from members to get a guidelines about many personal matters regarding Covid, including one about the procedure for leave in the case of a Covid test. All situations must be reported to your zone manager in due course and every situation is assessed on a case-by-case basis. Unfortunately, we also know that there has been some abuse by certain people and that the employer stands on guard and is consequently cracking harder on the workforce by making more verifications.

As we do not hope to see a second wave of contamination, we still asked the Corporation if the provision of sanitizer had been planned accordingly. The answered was in the affirmative. Nobody wants to go through the same experience as in March, when there was a shortage.

We also know that the return to school for our children can also lead us to certain concerns. We will keep you posted about all the new information related to Covid, whether there is a second wave or not.

Another subject is the subject of staffing. Finally, since August 17, there is no more CPAR and the question bank of the competition has been renewed. We have been working on this outdated process for many years to correct the problem. It is finally corrected.

On the other hand, it is with no surprise that you will understand that the “Just for you” training is cancelled this year and postponed to next year, if the Covid situation gets better.

Later in the pages of this journal, you will find the details about our newly nominated officer and our new CPAA website for you members of Quebec!

In conclusion, I will remind you that it is very important to follow your official work schedule. We have noticed that many members “play” with their schedule by starting their schedule a bit early to finish early or by changing their lunch hour. If your manager shows up to your office and you are not present, there is no need to tell you that you are placing yourself in a difficult situation. It is the same thing if you have a road accident or if you get hurt and that you are not at the place you normally should be.

Let’s work together and look ahead, things will go well!

Syndically yours,

Steeven

NEW WEBSITE FOR THE CPAA

For those who don't already know, we have created a website for the Quebec section of the CPAA.

You will find a wealth of information, including the Collective agreement, forms, frequently asked questions as well as the latest news or modifications related to our employment.

We invite you to consult the website at: www.acmpaquebec.com

We hope that you will like the initiative!

NEW OFFICER

As you know, we had a vacant position for a manager on your CPAA. We received several nominations that we all examined carefully.

It is with great pleasure that I announce the appointment of Marie-Eve Laberge as a new manager.

Mrs Laberge is postmaster at the Ferland-Boileau office in the beautiful Saguenay region.

Please feel free to contact Mrs Laberge for any question related to the union.

We wish her good luck in her new endeavours!



Hi,

My name is Marie-Eve Laberge and I am a new manager at the CPAA. I live in Saguenay, more precisely in Latévière, and I am also postmaster at the Ferland-Et-Boilleau office since September 2019. I started working for Canada Post as a casual worker at the Latévière office in 2013 where I became an assistant until 2019.

I am proud to work for Canada Post and also to represent you as members of the CPAA. It is my personal duty to acquire the necessary knowledge in order to inform you and guide you towards constructive solutions.

Also rest assured that I will act with respect and with confidentiality. I look forward to this challenge and I am really motivated.

Thanks!

Marie-Eve Laberge

NEW INTERVIEW PROCESS FOR THE POSTMASTER COMPETITION

Since last August 17, there is a new system for competition interviews. There is no more CPAR which is a great improvement. There is also a new and larger bank of questions. No more learning by heart; the questions had been the same for the past 30 years!

There are many categories of questions and the passing grade will be 60% for all categories together. It will no longer be necessary to get the passing grade in each category.

The interviewers will be the zone manager and a member of the CPAA who has completed the training as an interviewer. The latter will have to be at a level equal or greater than the level of the desired position.

Furthermore, as mentioned in the new signed agreement, the applicant can ask for the questions by writing at the moment of the interview. He or she must hand in that document as well as his or her notes at the end of the interview.

Please consult our website to obtain more information.

(www.acmpaquebec.com)



REFUSAL:

It is the responsibility of the casual worker to provide a phone number to be reachable if needed.

No refusal should be recorded for an employee who works in another office of the Corporation.

All postmasters should contact the PM of the home office to book the services of a casual worker.



PAY ÉQUITY:

You must complete the application form and return it to the pay equity team to confirm your eligibility. Forms must be received by October 1st, 2020 to be taken into consideration.

DEPOSIT OF HOURS WORKED:

As soon as you accept a replacement, make sure you:

Know the relevant details of the replacement: number of the post office, number of the position filled, duration of the assignment, work schedule;

Communicate your hours worked while ensuring that you respect the deadline for the pay run;

Communicate any modification to the hours reported within the shortest possible period of time, in order to make the corrections before the next pay.

New agreement from January 1, 2019 to December 31, 2023.

New agreement from January 1, 2019 to December 31, 2023.

Increases of salaries and allowances

Appendix A and AA

A 2% salary increase per year for each year of the 5 year agreement.

Appendix I: Leasing allowance increase of 2,5% per year for each year of the agreement.

Financial services in rural offices

Appendix B: New wording for financial services pilot projects / financial services in rural offices

Better working conditions for group postmasters

The 1/3 formula has been eliminated. The group postmasters receive full pay for all the hours worked.

Article 13: Group postmasters now have job protection.

Improvements in benefits Article 34.03, Dental plan; Update of the Dental expenses guide which will be covered 70% up to an amount of \$2000.00 per year. (It is actually \$1500.00)

Hearing care will be covered up to 80% of the \$1000.00 maximum every five years. (It is actually \$500.00)

Article 53: Uniforms: part-time assistants and casual workers get 40 additional points. A committee will be set up to hold consultations about the future uniforms.

A stronger union: Members who chose to accept acting assignments outside the bargaining unit continue to pay dues to the CPAA.

Article 7.09: The Canada Post Corporation is now subject to the same periods as the Association for the submission of grievances.

Article 11: Inclusion of wording ensuring the participation of the CPAA in future amendments to the staffing process.

Article 11.05 d): Transfer forms can be posted to the transaction center (HR).

Article 11.06: Candidates can submit their request in writing in advance in order to read the questions they will be asked.

Other matters: further clarifications of existing articles and clauses, as well as administrative items such as the correction of typographical or punctuation errors.

Increases of salaries and allowances retroactive to the 1st of January 2019.

NEW RETIREES JANUARY– JUNE 2020

Beaudoin, Clyde - Sutton

Bherer, Marie - Girardville

Castonguay, Nicole - St-Denis-De-Brompton

Coté Sylvianne - Cloridorme

Dion, Helene - Beaumont

Jacob, Josee - Ste-Victoire-De-Sorel

Josephson, Beverly - St-Sauveur-Des-Monts

Langlois, Helene - Valcartier Village

Langlois, Suzanne - Kingsbury

Larose, Nicole - Ste-Marcelline-De-Kildare

Levesque, Francine - Mirabel Succ. St-Augustin

Massicotte Laporte, Celine - Ste-Melanie

Mercier, Denis - Philipsburg

Miousse, Colette - Fatima

Mongrain, Lise - St Eugene De Grantham

Montpetit, Alain - St-Andre Est

Morin, Nicole - Paspebiac

Ouellet, Marjolaine - Lac Des Aigles

Sam, Michael - Chisasibi

St-Amant, Linda - Ste-Perpetue-De-L'islet

Strasbourg, Anne - St-Basile-De-Portneuf

Whitehead, Lea Ann – Knowlton

WELCOME



Allard, Dave - St-Pierre-Les-Becquets
Basil, Ronald – Morin-Heights
Beale, Sasha - Rigaud
Bedard, Magalie - Val-Belair
Belair, Line - Saint-Paul-De-Montminy
Belanger, Johanne - St-Marcel-De-L'islet
Belanger, Manon – Fortierville
Bertrand, Marc – Saint-Boniface
Bouchard, Lanye - St-Bruno Lac-St-Jean
Bouffard, Lydie - St-Luc
Brassard, David - Hebertville Station
Brouillard Daoust, Virginie - Namur
Champoux, Dominique - Warwick
Cote, Jonathan - Perce
Di Campo, Manon - Ste-Melanie
Dufour, Christine - Baie-Johan-Beetz
Dumais, Nadia - Lac Bouchette
Fontaine, Guylaine - St-Amable
Fortin, Marie-Eve - Islet Sur Mer
Gaudreault, Nadine - Metabetchouan
Girard, Britannie - Chute-Aux-Outardes
Godin, Stephanie - Becancour, Succ. St-Angel
Guay, Nathalie - Beaurivage
Guerin, Isabelle - Howick
Guilbeault, Ginette - Price
Hadlock, Tamara - Knowlton
Haynes, Ronald - Masson
Jacques, Marie-Soleil - Warwick
Jacques, Veronique - St-Luc-De-Bellechasse

Lachance, Genevieve - St-Raymond
Lacroix, Johanne - Sutton
Laflamme, Julie - Ste-Julienne
Langlois, Gilles - Ste-Julienne
Lavoie, Chantale - Delisle
Legare, Julie - Grandes Piles
Lessard, Stephanie - Iverness
Levesque, Nathalie - St-Lazare-De-Vaudreuil
Mathiesen, Nancy - Pike River
Maurice Lecours, Jaimie -Ste-Sabine-De-Bellechasse
McLeod, Rose St-Regis
Menard, Christiane - St-Lazare-De-Vaudreuil
Michel, Martine - Frampton
Morissette, Lauraine - Daveluyville
Ouellet, Genevieve - St-Isidore-De-Dorchester
Pelletier, Claire - St-Philippe De Neri
Pilon, Marie-Annick - Hemmingford
Rannou, Guylaine - St-Fulgence
Riquinha, Lucia - St-Faustin
Robitaille, Melanie - Lemieux
Rossignol, Maude - St-Nicolas
Roux, Josyanne - Dequen
Ruest, Rachel - Dalmas
Simard, Diane - Ste-Anne-De-Beaupre
St-Onge, Marie-Lise - Pessamit
St-Pierre, Julie - St-Damase-Des-Aulnaies
Tessier, Nathalie - St-Basile-De-Portneuf
Trepanier, Danielle - Ste-Agnes-De-Dundee
Vachon, Anne-Marie - St-Narcisse-De-Beaurivage

You are retired or a new member: if you find any omissions, please do not hesitate and let us know so we can make the necessary verifications and publish them in the next journal.

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

Here is your team of union representatives. Don't forget to make a note of the contact information for your new team and don't hesitate to contact us.

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NOTICE

If you move, please send us your new contact information by email at:

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Chantal Coulombe

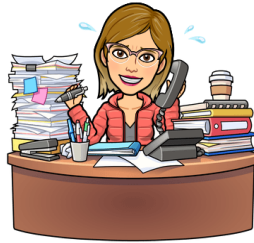
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For any comments, suggestions or correspondence, please write to the secretary-treasurer of the CPAA Quebec Branch.

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Notice to associate members (retirees)

As a retiree you can stay in touch with your union. Just follow the procedures for becoming an associate member. And it's also the time for associate members to renew their 2020 fee to maintain their status. Send a cheque for \$10.00 to the address of the secretary-treasurer. Make your cheque payable to the CPAA.

Publication of this newsletter

Please note that there is no set date for the publication of the next newsletter. The CPAA Quebec Branch publishes the ComPAAAnion newsletter three times yearly.