



Quebec branch

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Come and make a difference!

Congress May 2, 3 and 4, 2025
Hôtel du Domaine in Thetford Mines



**The ComPAAnion
Winter 2025**

Special report on page 6

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

To :



Word from the president

Hello everyone,

I hope you had a wonderful holiday season despite the current stressful situation that concerns us all, namely our future at Canada Post. The negotiations of our agreement and that of our CUPW colleagues, including the strike and its repercussions, affect us although we would like it to be otherwise.

The next few months will undoubtedly be very decisive. Time will tell how certain aspects of the CUPW negotiations will be resolved. We will certainly have to expect change, whatever it may be.

For our part, as you probably know, the outcome of our agreement will be established by an arbitrator since the employer rejected the offer of our negotiating committee. As of this writing, it is time for the CPAA negotiating committee and Canada Post to agree on the choice of an arbitrator. The latter will study the file and choose the employer's offer or that of the CPAA without any possible modification. The final decision could be made quickly, like taking some time.

Communication to members

We have heard some members complain about how CPAA is negotiating and/or handling the current situation by comparing us with our CUPW colleagues. We explained in our last newspaper that the strategy was completely different and we do not have the right to strike. On this point, has it been beneficial? It's up to you to judge and time will tell.

Although Quebec was not named by our National President on the negotiating committee, we are striving with the means of communication at our disposal, namely our website and the Teams meeting, to communicate to you as and when the updates. We are also always here to answer your questions by phone or email.

However, it is unfortunate to see that some members think their union is “doing nothing” and this manifests itself in verbal insults or inappropriate comments. You will find the reality later in this diary with a summary of our days...

Federal policy

You all know that there is turmoil these days in federal politics. Canada Post is very “sensitive” to this. Without being too expert on the subject, it is easy for everyone to see the possibility of a change of government. One thing is obvious, however: the current economic situation of Canada Post, the result of collective agreement negotiations and the possible arrival of a new government will mean that there will be change. We can all “speculate” which way Canada Post will go, but we don't know at this point. We will assess the impacts on us if necessary over the months.

Your CPAA will have to consider certain budgetary choices in order to face these new challenges, to protect members and thus preserve the future of our association.

We don't have a magic wand or a crystal ball. This is a difficult situation for everyone, but of course we have to stay positive.

On that note, continue to follow updates on our website, they will be posted there as soon as they become known.

Steeven


INVITATION TO THE 91st PROVINCIAL CONVENTION

May 2, 3 and 4, 2025

It is with great pleasure that the CPAA invites you to its 91st Annual Convention that will be held May 2nd, 3rd and 4th at the Hôtel du Domaine in Thetford Mines.

We invite you to consult the Web site (hoteldudomaine.com) to get an overview of the hotel and the itinerary to get there.

Coordinates: **Hôtel du Domaine, 755, 9^e Rue S., Thetford Mines, Québec, G8G 0G1**

 **1 888 321-5222.**

You will find in this journal the schedule of the convention and the registration form to participate.

Special rates for the rooms have been negotiated for you at a **starting price** of \$179. **Reservations** must be made by calling and specifying that you are from the “CPAA 2025” group, **before March 31’ 2025**. After that date, reservations will be accepted according to hotel availability and the rate might be subject to change.



The amount of the room rebate offered to the participants of the convention is **\$40.00**. The hotel deducts from your bill an amount of \$40.00 per night and the CPAA will pay this amount.

All the registration forms must be received before March 31’ 2025. The associate members and those who have guests will have to send their \$100.00 payment with their registration form.

Registration forms received after March 31’ 2025, will have to be accompanied with an amount of \$100.00. No refunds for any cancellation.

If you have questions, please contact one of your officers.

The registration forms must be duly completed and returned (if needed with your payment) to the following address: CPAA, 59, rang Ste-Marie les Éboulements, QC, G0A 2M0

(Before March 31’ 2025).

Registration Form

TO FILL OUT AND RETURN by mail BEFORE MARCH 31' 2025

To: CPAA, 59, rang Ste-Marie Les Éboulements, QC, G0A 2M0

I will be present at the 91st Convention of our section at l'Hôtel du Domaine.

FIRST NAME AND NAME : _____

OFFICE : _____

POSITION : Postmaster Ass. Senior Full time assistant
 Part time assistant Casual Associate member

HOME ADDRESS : _____

MY GUEST WILL BE : _____

I will be present for the following activities: **(Indicate the number of people)**

Friday, May 2 nd :	Reunion evening	19:00	_____
Saturday, May 3 rd :	Dinner	11:45	_____
	Cocktail / Banquet	17:30	_____
Sunday, May 4 th :	Breakfast	7:00	_____

Guest, associate member and member registration received after March 31' 2025: \$100 registration fee, non-refundable and payable when registration form is submitted.

Food allergies : _____

Here is the program for your 91st Provincial Convention

ARRIVING AND REGISTRATION

FRIDAY from 6 to 9 PM

SATURDAY from 8 to 8:30 AM

FRIDAY, MAY 2nd

From 7 to 10 PM: Reunion Evening

SATURDAY, MAY 3rd:

8:45: President's Welcome

9:00: Presentation of a Canada Post Business Partner

10:15: Break

10:30: Meet your officers; Have your say!

11:45: Dinner

13:30: Humorist Val Belzil

14:45: Workshop to Start Preparing for Retirement

17:30: Cocktail

18:30: Banquet

Evening: DJ Life Sylvain Pellerin and Photobooth

SUNDAY, MAY 4th:

Commencing at 7:00: Breakfast

9:00: **General assembly**

Reverence

Minute of silence

Approval of Minutes for 2024

Chair's Report

National Chair's Report

Report from the Financial Committee

Forum

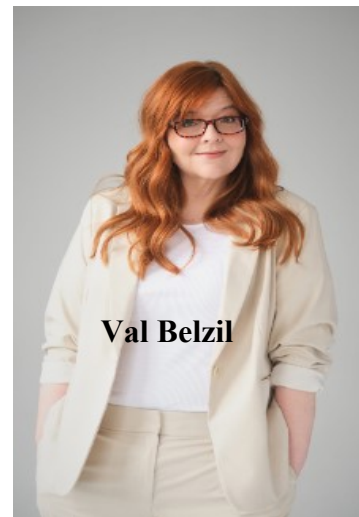
Meeting Closure

Drawings and Door Prizes:

To participate: leave your identifier at the room entrance.

For all the participating members and associate members.

The program may change without notice.



Your Local Union Executive Committee

Last November, we held our Fall Annual Meeting on the TEAMS Platform. We were 181 people to connect for the meeting. Some for the whole duration of the meeting, others for a few minutes. The statistics emerging at the end of this meeting are rewarding and inspiring.

Most people are satisfied about our work, but some are doubtful. If in doubt of our roles and mandates, here is a summary of who we are:

The CPAA includes 8 sections (all different in area and number of members), as well as the National Office. There is a total of 45 elected persons. Therefore, you have to get involved and be present to be elected, as well as participate actively in your union. (National representative, local representative or delegate.) To be present at your general assembly and take part in the local decisions, without being elected to a position, is equally important! There are approximately 6,000 members in Canada and this number is about 1,800 in Quebec for about 850 offices. Quebec is the biggest section.

Your local executive committee is composed of four (4) elected people: the president, the vice-president, the secretary-treasurer and the director. Basically, we are like you, employees of Quebec rural post offices, generally postmasters.

The main role of your local executive committee is to represent its members with the employer, the national union initiatives as well as in the different local committees with the employer side. We also have as a mandate to organize the union life, to plan the general assemblies, to convene the members, to plan and forecast the financial management of the section. Finally, we have to answer the questions of our members regarding the interpretation and the application of the collective agreement.

For an officer:

The president must coordinate his local team. He must be the bridge between the local team and the national level. Participate in the different committees with the employer side.

The vice-president is the right hand of the president. She must assist and support the president in the different committees and actions of matter. She replaces the president when he or she is absent.

The secretary-treasurer has the mandate to convene the people for the different meetings, to draft the minutes, to answer to the correspondence, to maintain the archives, to manage the local budget, to keep the accounts and present the financial statements.

The director is a pillar in assisting all the other members of the executive committee. She must present when someone is absent and she takes part in local projects.

What is important to remember in our roles and mandates is that we are responsible for the local union life and in **representing our members in all aspects of our collective agreement**. We are not responsible for the distribution of procedures of Canada Post; we are not responsible for the information that sometimes comes late from the part of the employer. We are not your LZM.

In the last year, your 4 union officers:

Were accessible by phone (an average of 10 calls per day from Monday to Friday per officer for the members, as well as calls from the employer side to make the liaison with the members);

Were accessible by e-mail (an average of 25 e-mails per day from Monday to Friday per officer for the members, as well as e-mails from the employer side to make the liaison with the members);

Were present during the fall general assembly;

Were present during the annual convention;

Created the Web site as a reference tool;

Published a journal three times a year to publish information;

Traveled more than 70,401 km and were 340 days outside of their homes to participate in:

- 4 executive committee meetings for the local union life (the 4 officers);

- 1 meeting for the “Just for You” training;

- 1 annual convention (the 4 officers);

- 2 preparatory visits for the convention;

- 3 meetings at the national level (president);

- 58 disciplinary meetings;

- 5 competition observation meetings;

- 1 political action trip with a journalist;

- 3 committee meetings with the employer side (the 4 officers);

- 9 meetings with OHS, CNESST and STDP;

- 4 training meetings;

- 22 conflict management meetings;

- 3 trips for our journal.

We participated in different committees each week for the staffing, the grievance hearings, the hour consultations and the follow-ups of cases with the employer side; (2 officers were present on TEAMS almost every time).

We try to work only 40 hours a week, but when we have to travel 1,500 km just for one trip, we have to return our calls and answer our e-mails during the evening. We have the same work conditions that you have. We take our holidays and personal days. We are not all liberated from our positions, therefore, 2 of us work in their respective post office. We guarantee you our full integrity and our good faith to accomplish the work for which you elected us.

The CPAA is the best entity to represent the people working in the Canada Post rural offices. Our history defines us; people have made choices and negotiated to make their reality of the moment better; the present presses us to make choices and make demands for the generations of postmasters and assistants of the future.

Your role toward us and **toward the collective agreement:** GET INFORMATION FROM THE RIGHT SOURCE for your questions:

The size of our section, the remote areas, the number of officers, the management of our time and the finances of the section are all facts to take into consideration to decide and put in place means of communication with you. We can tell you that we are not present on Facebook, because it is too difficult to respond to escalations of comments on subjects that, at times, are not part of the collective agreement.

We also invite you to communicate with us by phone or by e-mail and to get information from the right people or to be directed to the right support tools to help you or to publish comments, public or not.



TRANSFER

Do not forget that if you want to transfer to another office, the title of your position has no importance!

That is, it is ONLY the level of the position that you hold versus the one you are applying for that will be held into consideration.

For example I am a level two part-time employee and a level two postmaster position is available. I can ask for a transfer, provided that I have been a level two for at least 12 months.

Do not be concerned with the LEVEL of the office, it is not necessary to worry about it for a competition or a transfer. It is necessary to know the leasing allowance received by the postmaster who lends his work premise.

Understanding Your Level and Your Salary Step

The level corresponds to the position you occupy. You have that information and your employment/ appointment letter. (Important to keep)

The step corresponds to the hourly wage you are up to. We all have six (6) steps per level. The step changes each year on January 1st (pay increase defined by the negotiations (A, B, C, D, E)) and at the anniversary date you have been appointed to the actual position of classification (1, 2, 3, 4, 5, 6). You therefore have two (2) pay increases a year until you reach step 6, then you will have one (1) pay increase each year.

		<u>Échelon</u>	<u>Échelon</u>	<u>Échelon</u>	<u>Échelon</u>	<u>Échelon</u>	<u>Échelon</u>
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
Niveau 3	A	22,55 \$	23,04 \$	23,57 \$	24,56 \$	25,62 \$	26,82 \$
	B	23,00 \$	23,50 \$	24,04 \$	25,05 \$	26,13 \$	27,36 \$
	C	23,46 \$	23,97 \$	24,52 \$	25,55 \$	26,65 \$	27,91 \$
	D	23,93 \$	24,45 \$	25,01 \$	26,06 \$	27,18 \$	28,47 \$
	E	24,41 \$	24,94 \$	25,51 \$	26,58 \$	27,72 \$	29,04 \$



Operational Need

If you need a new casual or if a position is vacant in the office where you are working, ask for a competition in writing from your zone manager and keep a copy of your request. Make sure to make the follow-ups in your offices. You have one to worry about, the LZM has many. Do not wait for your operational needs to suffer.

Ask for the competition posters to publish the competition in the hall of the office and if you want to at the supermarket/corner store or in a public space that you know is busy.

Make some copies so that people who are interested will come and ask you questions at the counter.

You are the ones who know about your needs. Your zone manager is there.

Let's Talk a Little Bit About Continuous Service

First: what is very important is to obtain it! To obtain it, you must have at least one entry per seven (7) days. (Not per week, beware of holidays)

(Article 2 d) iii) of the collective agreement: term employees having more than six (6) months of uninterrupted employment. Employment for term employees with less than six (6) months of continuous employment shall be considered interrupted when there is a break in service of more than seven (7) days.

Second: to keep your continuous service, you must make one entry per thirty (30) days. (Not per month)

(Article 2 d) of the collective agreement: “continuous employment” means uninterrupted employment with the Corporation and/or the Post Office Department during which there have been no breaks in employment which exceed thirty (30) days.

Third: When you obtain your continuous employment, you will receive a change of status letter. **That letter is very important.** Keep it preciously for future reference if needed.

Fourth: The difference between holding a continuous service or not is tremendous! You can see that at article 50 of the collective agreement. Just to give you an idea of the difference between the two: an employee WITHOUT continuous employment is only allowed to twenty-three (23) articles of the collective agreement. An employee WITH continuous employment is allowed to thirty-five (35) extra articles and appendixes for a total of fifty-eight (58).

MINOR INJURY REPORT

When you have to fill a minor injury report after an accident, you must not only fill the report and file it in the office.

You **MUST** send it to the zone manager after you have informed him by email.



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Please note the contact details of your team and do not hesitate to contact us.



President
Steeven Roy
117, Pouliot
St-Henri-de-Lévis QC. GOR 3E0
Tel.: 418-700-3600
s.roy.acmpaquebec@gmail.com

Vice-president
Chantal Coulombe
1331, Principale
St-Côme, QC. J0K 2B0
Tel.: 450-883-3137
ccoulombe.acmpa@gmail.com



Secretary-treasurer
Angèle Sénéchal
59, rang Sainte-Marie
Les Eboulements, Qc, GOA 2M0
Tél. 418-617-9654
asenechal.acmpa@gmail.com



Director
Chantal Corriveau
183 St-Maurice
Val-Des-Sources, Qc, J1T 3L3
Tél: 819-828-3641
ccorriveau.acmpa@gmail.com

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 2025 contribution will be receivable from January 2025. 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.

The journal is sent according to your LSE contact details. A delay between your update and the version provided to CPAA may vary by one month. It is important to correct your addresses quickly with the employer.

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

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

Form: Application for leave (22-053-027)

When you wish to take leave, you have to plan it and make a request to your LZM with the “Application for leave” form. (An emergency will always be an emergency, but in general, it is recommended to plan your leave for a respectful teamwork.)

No matter the reason or the period of your leave.

Use that form, send it to the LZM, and enclose a return envelope to receive the written answer if the leave is accepted or denied.

Keep that document. Should a problem arise, communicate with your LZM in the first place, and if needed, with one of us.



Abandonment of an acting assignment in progress

The employee who abandons **any** acting assignment in progress and returns to his substantive position will not be offered other replacements until the end of the acting assignment or until a maximum of two (2) weeks. The coordinator must inform the zone manager to make sure the directive is respected.

You must always keep in mind that when you accept an acting assignment, it is **an agreement**, which means that you have to do it until the end.

The acting assignment document has been updated on our WEB site. Please consult the document!