

Quebec branch

The ComPAAnion

No 79

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Dear colleagues,

As I am writing these lines, the sanitary measures are being relaxed and we hope it will be permanent. We will have to learn how to live with this virus. This is why we are officially announcing that our convention will finally be held! The last convention already goes back to May 2019 due to reasons you well know.

You will find all the information about the convention in this journal. We can't wait to see you again and to welcome you for the first time. Tell your colleagues about it; it is a great opportunity to meet each other, to interact and to get some information.

We still hear, across Quebec, during the absence of RSMCs, that some postmasters take the responsibility to find and call replacements. They sometimes make many calls without success, losing precious time, and going through a lot of stress. The RSMCs have the responsibility to find replacements and to communicate with them. They then inform the postmaster of their absence, period.

When there is an OCRE in the office, it is also the responsibility of the RSMC to communicate with him. When there is a replacement problem, the RSMC must communicate with the zone manager who will then take the relay. Some managers will try to put pressure on the postmaster to find a solution on his own, which shall not be tolerated.

You will also find in this journal an offer to become an officer. We had to accept with regret the resignation of Mrs Marie-Ève Laberge due to family reasons which we respect. If you want to get involved in what concerns our collective agreement and you wish to take on a new challenge, this is the ideal time! Also tell your colleagues, there must be someone who has the qualifications.

Finally, other than our Web site to publish the most recent news, there are other messages that your CPAA would like to send you quickly. These days, sending a mass mailing of letters to all our members takes a lot of time and logistics. Often, the message sent is not current anymore.

I therefore invite you to send me your e-mail address so we can add it to our files. You can send it through your personal e-mail by adding your full name in the message.

Syndically yours,

Steeven

March, 2022

To all active members:

Following the resignation of Marie-Ève Laberge from the CPAA executive for family reasons, we must fill the director position left vacant. We, therefore, issue a call for applications to active members in order to fill this director position, as stipulated in the by-laws of the Association.

We invite you to send us, by april 1, 2022 (as evidenced by the postmark), your c.v. (résumé) and a brief description of the reasons why you are applying for the position. An essential condition to meet to be eligible to apply for the position is that you must hold an indeterminate employee position.

The qualities sought:

- ⇒ Basic knowledge of Microsoft OFFICE (Word, Excel, etc.) is an asset.
- ⇒ Being comfortable with technology (email, internet, smart phone, etc.).
- ⇒ Availability and independence.
- ⇒ Basic knowledge of our collective agreement is an asset.
- ⇒ The desire to help your colleagues and promote fairness and equality.

Feel free to contact us for more details.

You must forward everything by postal mail to:

ACMPA, Quebec Branch
Steeven Roy
117 rue Pouliot
St-Henri, QC G0R 3E0

or by email to s.roy.acmpaquebec@gmail.com

Thank you and best regards,

Your Quebec Branch Executive



88th Provincial Convention

April 22, 23 and 24, 2022

INVITATION

The executive board of the Canadian Postmasters and Assistants Association is pleased to invite you to the CPAA Convention taking place this coming April 22, 23 and 24 at Château-Bromont in Bromont. We encourage you to consult the website chateaubromont.com to see the hotel and the directions for getting there.

Enclosed is the schedule and the reply form for these days: April 22, 23 and 24, 2022.

As in the past, the reunion evening on April 22 will be an opportunity for communication and conversation. On April 23, workshops will be followed by a cocktail and banquet with door prizes. Our annual general meeting will take place on April 24.

For those wishing to reserve a room, we have secured a special rate starting at \$139.00 a night for a standard room (several other categories available), with single or double occupancy for April 22 and 23. To make a reservation, call 1-800-276-6668 and specify that you are with the group "ACMPA". Reservations must be made no later than April 1, 2022. After this date, reservations will be possible based on availability and prices may be subject to change.

Enclosed are the registration forms to be completed and returned with a cheque or money order (PLEASE PRINT) along with your reply card to: CPAA Québec Branch 572, chemin du Quai, Saint-Joseph-de-la-Rive QC G0A 3Y0 by April 1, 2022.

After that date, the organizing committee reserves the right to refuse registrations in consideration of its reservation commitments with the Hotel.

We're hoping for a large turnout, because only you can make this event a resounding success.

On behalf of the Convention Committee.

YOUR ATTENTION!

We are expecting you from:

April 22 to 24, 2022

Pay it forward



Pay it Forward

**What would you say, if, during the convention,
We were united in our desire to contribute to others?**

**An Association that does good,
Simply for the purpose of making a difference.**

**As part of our convention,
You are invited to bring some non-perishable foods,
And basic personal care items.**

THE SANITARY MEASURES MUST BE IMPLEMENTED AT ALL TIMES.

Here is the new form for casual employees with continuous service who wish to get a part-time position. You can get the form from your zone manager or on the following site www.acmpaquebec.com and have it sent to human resources. To the address or e-mail address.

EXPRESSION OF INTEREST LEVEL 1 TO LEVEL 2.

You are a level 1 employee and you have the possibility to express your interest for level 2 and send this form to a **new address or e-mail**. You can get the form from your zone manager or on the following site www.acmpaquebec.com and have it sent to human resources.

LEAVE DURING A REPLACEMENT

When you take leave and you are replacing in a position that is not yours, you must make sure that this leave is granted by the management. You must also take a leave with pay according to the collective agreement; that is a leave for personal days or for vacation leave. This way, you will be able to resume your replacement when you will come back from your leave. Your replacement will not get **“STOLEN”** from you. The most important, in accordance with article 11.08, is that you have to be available **immediately** to start your replacement.

Example 1: I have been replacing (indeterminate) the neighbouring office’s postmaster for the last 11 days and I have a medical appointment that is not urgent. I have not yet done 20 consecutive full shifts of acting assignment (article 40.04), if I want to have the benefits of the replacement, I must postpone my appointment because there would be a break and I would not have done the first 20 full shifts in its entirety.

Example 2: I am a casual employee with continuous service and I am replacing a part-time position of 15 hours for 3 weeks; I must see the dentist for a dental emergency. I can take personal leave, and so I will be able to resume the replacement without any problems when I come back from the dentist appointment.

PAYMENT IN RECOGNITION OF SICK LEAVE CREDITS

In 2010, the accumulated sick leave, until the end of December: Was paid to you according to the day time guide = a cash amount; You kept those hours in a bank of supplementary credits. See the example. To be able to use this bank, you must be on sick leave (STDP) to receive 100% of your salary.

Comptes horaires				
Toutes catégories		2022/02/08		
Compte horaire	Déductible du	Déductible jusqu'au	Droit	Reliquat
Vacances	2021/04/01	2022/03/31	280.00 HEURES	156.00 HEURES
Crédits supplémentaires	2011/01/01	9999/12/31	829.67 HEURES	745.23 HEURES

BILINGUAL BONUS CASUAL EMPLOYEE WITH CONTINUOUS SERVICE

Many casual employees do not receive the bilingual bonus.

HERE ARE THE CONDITIONS TO QUALIFY:

1. You must work 15 hours (appendix G 13 1/3 hours) per week in the bilingual position.
2. You must work at least 10 days per month in the bilingual position.
3. You must be tested in English and pass the test.
4. The position you are replacing must be assigned “BILINGUAL”.

**** 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.

President

Steeven Roy

117, Pouliot

St-Henri-de-Lévis QC. G0R 3E0

Tel.. 418-700-3600

s.roy.acmpaquebec@gmail.com



NOTICE

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

s.roy.acmpaquebec@gmail.com or

odettedesgagnes.acmpa@gmail.com

Vice-president

Chantal Coulombe

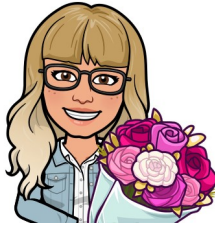
1331, Principale

St-Côme, QC. J0K 2B0

Off.. 450-886-2622

Home 450-883-3137

ccoulombe.acmpa@gmail.com



Secretary-treasurer

Odette Desgagnés

572, ch. du Quai

Saint-Joseph-de-la-Rive

QC. G0A 3Y0

Off. 418-635-2505

odettedesgagnes.acmpa@gmail.com



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

Director

Guylaine Myre

1201, ch. Elie-Auclair

St-Polycarpe, QC. J0P1X0

Tel. 450-265-3951

g.myre.acmpa@gmail.com



www.acmpaquebec.com

The web site is there for your research:

topical news;

forms;

the PAICD program;

of the collective agreement;

from a newspaper the ACcoMPAgnateur.

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 2022 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.