

Quebec branch

The ComPAAnion

No 77

SPRING 2021

Changing a "Why" into a "How"

transforms an ordeal
into a life experience.

Word from the President

Dear colleagues,

The relaxation of the rules related to Covid has started everywhere in Quebec and like me, you must be very happy. However, we still have to respect the instructions from our employer concerning the regulations inside our post offices.

Summer has started and our pay equity issue is finally settled in large part, we did get many questions!

Unfortunately, the CPAA did not have all the answers. We informed the CPC about the strange way things were handled. The lack of clarity in the instructions and the fact that there was no telephone number to get information were the two main weaknesses.

Later in the pages of this journal, you will find an important notice on the management of the RSMCs' absences and the replacement of the latter by OCREs or permanent relief employees. We need your eyes!

You will also find details about our virtual fall tours and it's first edition!

According to the level of participation, we will evaluate if this avenue is a good idea and if we will do it again in the future.

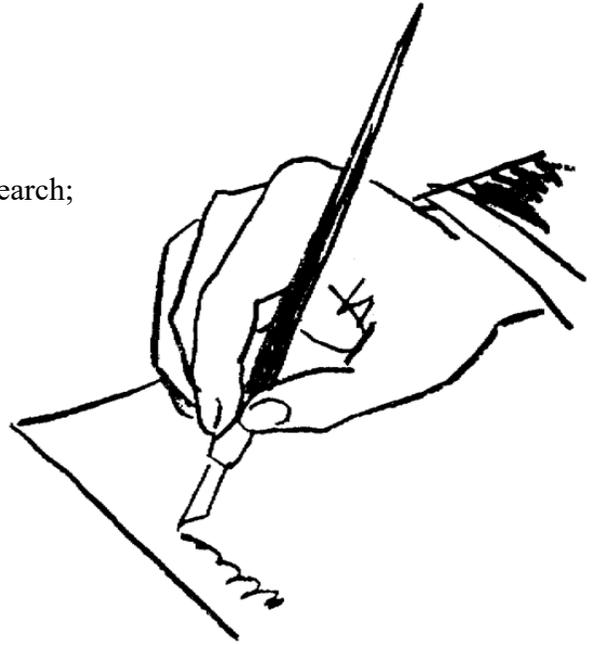
Finally, here is a little piece of advice when you have to make a request to your zone manager: If you think it is an important issue or if your manager doesn't proceed with a follow-up to your request, I invite you strongly to send him your request by e-mail and to put one of your officers in CC; this makes them react a little faster and it is perfectly legal! The really know then that we are waiting for results. (E.g.: casual worker competition, possible conflict, etc).

The old saying "Words fly away, writings remain" cannot be more accurate.

I wish you all a beautiful summer outdoors!

Steeven

The site [acmpaquebec.com](http://www.acmpaquebec.com) is there for all your research;
for a form;
in the STDP Program;
in the collective agreement;
in the ComPAAAnion Journal.



Replacement for OCREs and permanent relief RSMCs

If you have in your office OCREs or a permanent relief employee, the only task to do for the postmaster is to hand them the vacation schedule of the RSMCs.

At no time, the postmaster must manage the absences and the replacements. This is the responsibility of the zone manager and a national agreement.

We know that there are zone managers who impose this responsibility to the postmaster and, whatever the reason, it shouldn't be! We also know that some of you do it for fear of reprisal.

Please advise us if this task is imposed to you; we will speak to the management and have no fear, because the management assures us that no intimidation will be tolerated from the manager.

AGENDA OF THE ANNUAL GENERAL MEETING:

In Memory of:

Minutes Report of the June 2020 Meeting;

Report from the Quebec President;

Report from the National President;

Report from the Financial Committee:

2022 Budget;

Financial Report for the Year Ending on December 31,
2020;

Forum

In Memoriam



Michelle Côté, June 5, 2020

Post office Mont-St-Pierre,

France Morin, June 20, 2020

Post office St-Paul-de-Montminy,

Nicole Richard, September 11, 202

Post office St-Guillaume-d'Upton,

President's Report

Dear colleagues,

As you can see, there will be no congress in person again this year. We do not need to explain why. We can't wait to get back to our usual activities and be able to meet you in person in better conditions.

This pandemic demands that we adapt and that we accept changes. It is the same for our jobs. Wearing a mask and a protective shield, and passing competition interviews on-line are only a few examples of the changes for you and your CPAA. Conflicts are on the rise in our offices, and it is more difficult to take some actions or to hold meetings in order to solve some situations.

I would tell you that the only positive effect we have observed during the pandemic for your CPAA, if we can call it that, is that the financial health of your association is doing well; expenditures are less than the budget previously planned.

Reluctantly, the impossibility to hold a congress as well as the fall tours, the reduction of the number of meetings with the employer, the reduction of travel, whatever the type, allowed us to fill our coffers in 2020 and also in 2021.

As a matter of fact, about the fall tours, we have decided to innovate this year by adapting to the actual situation. We will do the tours on-line. We will select dates for each region. You will have to sign up to receive an invitation by e-mail with the procedure to be followed. You will get more details in the next journal. It will be a good way to keep contact and to keep you informed during the pandemic.

According to your level of participation and to your comments, we will evaluate if this avenue is a good idea and if we will go forward with it in the future!

Despite the pandemic, I wish you all a beautiful summer outdoors!

Steeven

Minutes of The Canadian Postmasters and Assistants Association, Quebec Branch

During an Annual General Meeting of the members of the Quebec Branch of The Canadian Postmasters and Assistant Association that was held through teleconference (1-888-447-0448) on April 25, 2021, at 9:00. During the confirmation of the Thursday April 22nd, all the reports, as well as the 2020 financial statements were published to take notice, so, no reading will be done during the teleconference.

The members of the executive committee in attendance are: the vice-president: Chantal Coulombe; the secretary: Odette Desgagnés, the director: Marie-Ève Laberge, under the chairmanship of Steeven Roy.

Not in attendance: the director Guylaine Myre and the French vice-president Daniel Maheux.

More than 16 members participated in the Annual General Meeting on a possibility of 23 inscriptions.

AGENDA OF THE ANNUAL GENERAL MEETING:

Call to order;

In Memory of:

Minutes Report of the June 2020 Meeting;

Report from the Quebec President;

Report from the National President;

Report from the Financial Committee:

2022 Budget;

Financial Report for the Year Ending on December 31, 2020;

Forum

CALL TO ORDER

R.: 21 778

MOVED BY: CAROLINE COUTILLARD

SECONDED BY: LUCIE DUMAS

It was resolved that the minutes of the **June 14, 2020** General Assembly be accepted.

ARE THERE ANY OBJECTIONS TO THIS RESOLUTION?

NO **X**

YES **_**

CARRIED UNANIMOUSLY

The president, Steeven Roy, submitted his report that was published in the April 22, 2021 e-mail.

R.: 21 779

MOVED BY: CHANTAL SÉNÉCHAL

SECONDED BY: ANNE ROBERT

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

ARE THERE ANY OBJECTIONS TO THIS RESOLUTION?

NO **X**

YES

CARRIED UNANIMOUSLY

The National President, Brenda McAuley, submitted her report that was distributed by e-mail to the people registered to the teleconference.

R.: 21 780

MOVED BY: ANNE ROBERT
SECONDED BY: LUCIE BILODEAU

It was resolved that the budget for the year **2022** be accepted.

ARE THERE ANY OBJECTIONS TO THIS RESOLUTION?

NO

YES

CARRIED UNANIMOUSLY

R.: 21 781

MOVED BY: GINETTE ROUILLARD
SECONDED BY: ANNE ROBERT

It was resolved that the financial report for the Quebec Branch for the year ending on **December 31, 2020** be accepted.

ARE THERE ANY OBJECTIONS TO THIS RESOLUTION?

NO

YES

CARRIED UNANIMOUSLY

R.: 21 782

MOVED BY: CHANTAL SÉNÉCHAL
SECONDED BY: CAROLE NOEL

It was resolved that the fees for the executive committee be \$375.00 for the president and the vice-president, and \$350.00 for the directors as well as the secretary-treasurer.

ARE THERE ANY OBJECTIONS TO THIS RESOLUTION?

NO

YES

CARRIED UNANIMOUSLY

R.: 21 783

MOVED BY: MATHIEU ST-JEAN
SECONDED BY: ANNE ROBERT

It was resolved that the General Assembly be terminated at **9:40**.

ARE THERE ANY OBJECTIONS TO THIS RESOLUTION?

NO

YES

CARRIED UNANIMOUSLY

STEEVEN ROY
PRESIDENT

ODETTE DESGAGNÉS
SECRETARY

ON: _____

ON: APRIL 27, 2021

BUDGET ACPMA			Budget	Budget
			2022	2021
RECETTES				
4005	r05	Dépôt de banque		
4006	r06	Intérêt reçu	2 000 \$	3 500 \$
4007	r07	Divers remboursement sauf R-6, R-8 et R-13.		
4008	r08	Fonds du bureau national	370 000 \$	375 000 \$
4009	r09	Cotisation des membres associés, 10 \$/membre	370 \$	560 \$
4010	r10	Inscription (annuel - quadriennal) - congrès	2 000 \$	2 000 \$
4011	r11	Inscription (autres) — frais prélevés aux réunions de la section		
4012	r12	Dons — argent comptant provenant des membres		
4013	r13	Dépôts à terme — encaisse		49 050 \$
TOTAL DES RECETTES			374 370 \$	430 110 \$
DÉBOURSÉS			2022	2021
5601	d06	Divers (frais bancaires, d'affiliation, dons, etc.)	1 000 \$	600 \$
5602	d07a	Traduction journal & lettre	200 \$	300 \$
5603	d07	Journal (imprimeur, frais d'expédition OEE)	10 000 \$	10 000 \$
5605	d08	Loyer — aux officiers de Section pour local utilisé.	7 800 \$	7 800 \$
5405	d09	Honoraires montants payés à tous les mois à un officier	21 600 \$	21 600 \$
5410	d10	Salaires (salaire du secrétaire-trésorière)	41 250 \$	36 500 \$
2170		Paie de vacance 6 %	600 \$	
	d11	Impôt fédéral		
	d12	Impôt provincial		
	d13	RRQ		
	d13a	RQAP employé		
	d14	AE employé		
	d15a	Assurance-maladie	3 200 \$	3 200 \$
	d15b	Normes du travail	1 000 \$	115 \$
	d16	RRQ	2 800 \$	2 800 \$
	d16a	RQAP	570 \$	570 \$
	d17	Assurance emploi	1 200 \$	1 500 \$
	d17a	cat cspaat	500 \$	525 \$
		dépense définie par l'utilisateur		
5617	d18A	Licence et logiciel \$	2 000 \$	0 \$
5618	d18	Achats, loyer et réparation d'équipement	5 000 \$	5 000 \$
5619	d19	Imprimerie, papeterie et fourniture de bureau	2 500 \$	4 500 \$
	d20	Dépôts à terme investissement		
5621	d21	Assurance (ass. équipement, assurance voiture commerciale)		100 \$
5622	d22	Téléphones et télécopieur	9 500 \$	10 000 \$
5623	d23	Affranchissement sauf D7 OEE	2 000 \$	2 000 \$
5624	d24	Dépenses des congrès de section (Salle de réunion, banquet, cadeau, etc.)	45 000 \$	45 000 \$
5625	d25	Autres dépenses pour une réunion de section (location d'une salle, déjeuners, etc. réunion de secteur)		2 000 \$
5626	d26	Dépenses des congrès nationaux (Cadeau et soirée hôte pour quadriennale)		0 \$
5627	d27	Avance		0 \$
5628	d27a	Administration de la Section	61 650 \$	63 000 \$
5631	d28a	Conflits	30 000 \$	30 000 \$
5632	d28b	CSST	13 000 \$	15 000 \$
5633	d28c	Dotation (concours - PMO)	5 000 \$	15 000 \$
5634	d28d	Entrevue disciplinaire (Avis 24 h)	30 000 \$	30 000 \$
5635	d28e	Évaluation d'employé	1 000 \$	2 000 \$
5636	d28f	Griefs	2 000 \$	2 000 \$
5637	d28g	Paicd (court & long terme) rencontre de facilitation	3 000 \$	3 000 \$
5638	d28h	Relation travail (patronal-syndical et rencontre avec l'employeur)	23 000 \$	23 000 \$
5639	d28i	Travail à domicile		0 \$
5640	d28j	Varia		0 \$
5641	d29	Dépenses pour réunion du bureau de direction de Section 3 ou 4 fois/année (dépense des officiers + per diem, salaire, km et logement)	30 000 \$	30 000 \$
5642	d30	Dépenses des congrès pour le bur. De dir. De section (Dépenses des officiers et délégués aux congrès annuel ou quadriennal de section)	10 000 \$	12 000 \$
5643	d31	Dépenses pour autres réunions du bur. De dir. De Section (Dépenses des officiers réunion d'automne)		39 000 \$
5644	d32	Dépenses du bur. De dir. De Section (r aux réunions et autres congrès dans d'autres provinces)		
5645	d33	Dépenses du Bur. De dir. De Section pour voyages divers (: assister aux funérailles d'un officier à la retraite.		
5734	d34	Action politique (réductions des heures, du service aux communautés, la fermeture, etc.)		2 000 \$
5735	d35	Dépense de formations et d'éducation.	3 000 \$	5 000 \$
5736	d36	Consultation sur les heures	3 000 \$	3 000 \$
5738	d38	Réunions RT — CSST pour le QC. Réunions avec l'employeur et le membre blessé afin de faciliter le programme de retour au travail pour l'employé.	2 000 \$	2 000 \$
TOTAL DES DÉBOURSÉS			374 370 \$	430 110 \$

Joining a Meeting without a Teams Account

Microsoft Teams

You can participate in a meeting on Teams at any moment, from any device, whether you have an account on Teams or not. If you do not have an account, please follow the procedures to connect as a guest.

You will receive an e-mail inviting you to the Fall 2021 meeting. At the bottom of this e-mail, you will click on [Click here to participate in the meeting](#)

Steps to follow :

1. Access to the invitation for the meeting, then select “Participate in a Microsoft Teams meeting”.

You are invited to participate in a Microsoft Teams meeting.

Join us on your computer or your mobile device.

[Click here to participate in the meeting](#)

| [Meeting Options](#)

2. To open a Web page, you have

two options: **Download the Windows application** and **Join on the web instead**. If you participate on the Web, you can use Microsoft Edge or Google Chrome. Your navigator can ask you if it is possible for Teams to use your microphone and camera. Do not hesitate to authorize it, in order to see and hear during the meeting.

3. Enter your name and choose your audio and video settings. If the meeting room (or any device connected to the meeting) is close, select **Deactivate audio** to avoid any disturbance. Select **Telephone audio** if you wish to listen to the meeting on your mobile phone.

4. When you are ready, press on **Join now**.

This operation allows you to access the waiting room. We inform the meeting organizer that you are there. A person from the meeting can then give you access.

Note:

- If no user allows you to participate in the meeting within a 15-minute delay, you will be removed from the waiting room. If that is the case, you can try to join again.
- Certain functions of Teams meetings are not available for the guests.





Meeting by Microsoft Teams

We can not reach you in person because of the sanitary measures, but we will be able to reach each other through Microsoft Teams. You will have a choice to make for your Teams evening, depending on your region. We prefer that you register by region; by respecting this criteria, we will be able to meet you without too many participants for a single evening.

Please register as soon as possible preferably by e-mail; it is more efficient.

Please include the following information in your e-mail:

- your name
- your post office
- your position (postmaster / part-time / casual employee)
- your personal e-mail
- the zone of the meeting and the date

E.g. National Capital, Wednesday, September 29, 2021

Once you will be registered, you will receive a link one week before the date of the meeting. You will also receive it by e-mail so you can use it during the meeting.

If you have any questions, please communicate with our secretary-treasurer Odette Desgagnés:

 odettedesgagnes.acmpa@gmail.com

You will find below the agenda of the Microsoft Teams fall meetings, as well as the list of the Teams evenings. The meetings will be held during the evening at 19:30 during the week. Please refer to the attached list to register and you will receive an e-mail notice of meeting for your CPAA event in your living room.

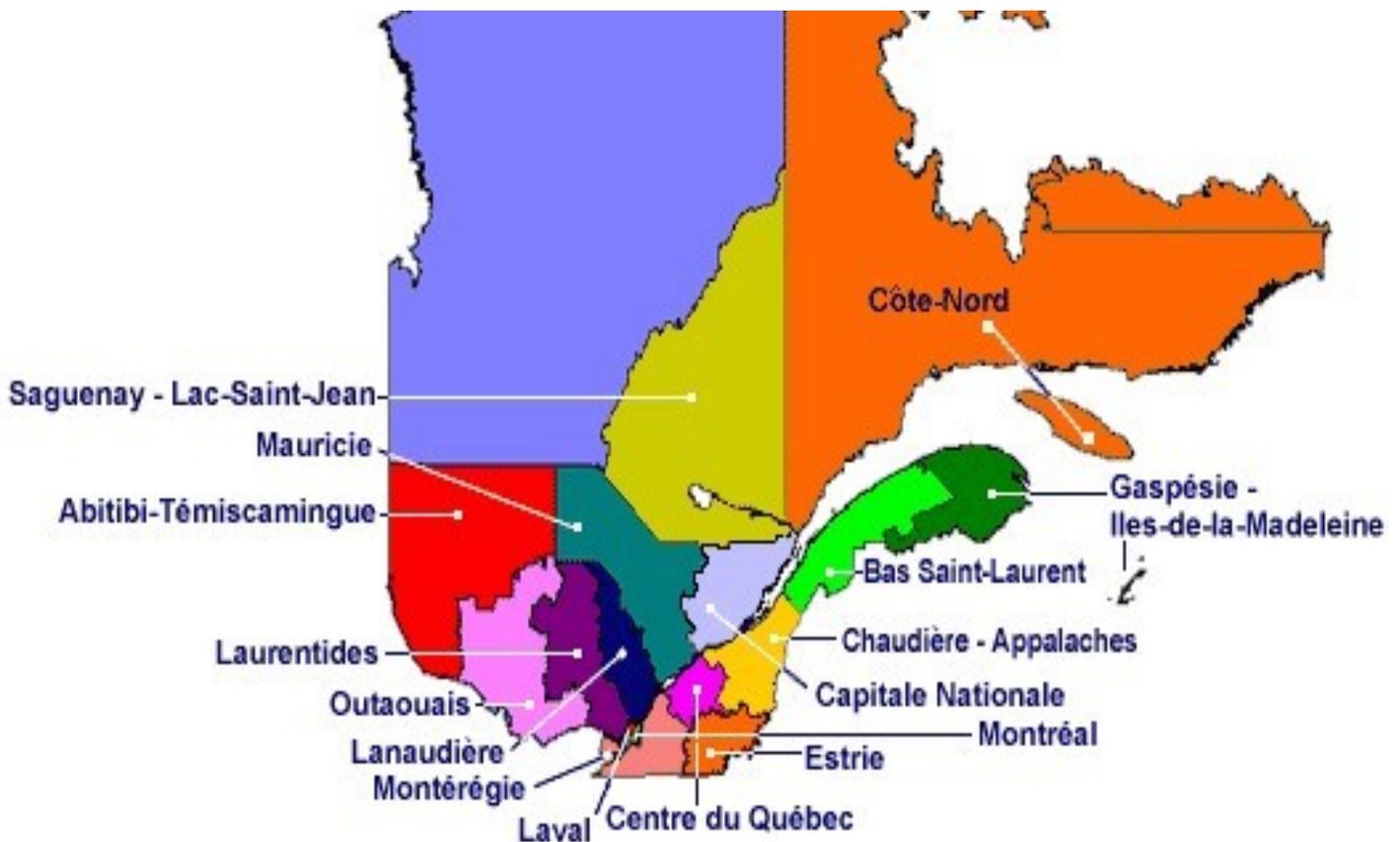
AGENDA:

1. Welcome
2. Word from the President
3. Power Point
4. Next congress 2022
5. Forum



Meeting by Microsoft Teams

1	Ile de la Madeleine	Tuesday, September 21, 2021
2	Bas saint-Lauent - Gaspésie - Cote-Nord	Tuesday, September 28, 2021
3	Capital - National	Wednesday, September 29, 2021
4	Chaudière - Appalaches	Tuesday, October 5, 2021
5	Lanaudière - Laurentide	Wednesday, October 6, 2021
6	Mauricie - Centre du Québec	Tuesday, October 19, 2021
7	Montérégie - Estrie	Wednesday, October 20, 2021
8	Outaouais - Abitibi	Tuesday, October 26, 2021
9	Saguenay - Lac-Saint-Jean	Wednesday, October 27, 2021



TAUX DE RENUMERATION D'AFFECTION PROVISOIRE

En vigueur : 1 er janvier 2021

APPENDICE A

Niveau 1 Intérimaire dans un:							AVERTISSEMENT : il se peut que certains des nombres dans ces tableaux doivent être modifiés si vous êtes promu ou si vous avez droit à une rémunération d'affectation provisoire. Consultez la lettre d'accompagnement #8 de l'appendice H de la convention collective.				
Niveau 2	Niveau 3	Niveau 4	Niveau 5	Niveau 6B	Niveau 6A						
20,86	22,44	23,46	24,47	25,44	26,83	27,74					
21,36	22,44	23,46	24,47	25,44	26,83	27,74					
21,93	22,44	23,46	24,47	25,44	26,83	27,74					
22,95	23,51	23,97	24,47	25,44	26,83	27,74					
24,03	24,54	25,55	25,36	25,44	26,83	27,74					
25,26	26,87	26,65	26,22	26,33	26,83	27,74					
Niveau 2 Intérimaire dans un:						Niveau 3 Intérimaire dans un:					
Niveau 3	Niveau 4	Niveau 5	Niveau 6B	Niveau 6A	Niveau 4	Niveau 5	Niveau 6B	Niveau 6A			
22,44	23,46	24,47	25,44	26,83	27,74	23,46	24,47	25,44	26,83	27,74	
22,95	23,46	24,47	25,44	26,83	27,74	23,97	25,36	25,44	26,83	27,74	
23,51	24,52	24,47	25,44	26,83	27,74	24,52	26,22	25,44	26,83	27,74	
24,54	25,55	26,22	25,44	26,83	27,74	25,55	27,10	26,33	26,83	27,74	
25,65	26,65	27,10	27,18	26,83	27,74	26,65	27,98	28,06	27,69	27,74	
26,87	27,91	27,98	28,06	27,69	27,74	27,91	28,85	29,11	29,43	28,66	
Niveau 4 Intérimaire dans un:				Niveau 5 Intérimaire dans un:			Niveau 6B Intérimaire :		AUGMENTATION MIN. 2021-01-01		
Niveau 5	Niveau 6B	Niveau 6A	Niveau 5	Niveau 6B	Niveau 6A	Niveau 6B	Niveau 6A				
24,47	25,44	26,83	27,74	25,44	26,83	27,74	26,83	27,74	Niveau 2	0,51	
25,36	26,33	26,83	27,74	26,33	27,69	27,74	27,69	28,66	Niveau 3	0,51	
26,22	27,18	27,69	27,74	27,18	28,56	28,66	28,56	29,56	Niveau 4	0,86	
27,10	28,06	28,56	28,66	28,06	28,77	29,56	29,43	30,48	Niveau 5	0,74	
27,98	29,11	29,43	29,56	29,11	29,43	30,48	30,14	31,23	Niveau 6 B	0,71	
28,85	29,81	30,14	30,48	29,81	31,20	31,23	31,20	32,29	Niveau 6 A	0,75	

Si vous désirez obtenir le taux le plus élevé, vous devez aviser Postes Canada.

TAUX DE RENUMERATION D'AFFECTION PROVISOIRE

En vigueur : 1 er janvier 2021

APPENDICE AA

Niveau 1 Intérimaire dans un:							AVERTISSEMENT : il se peut que certains des nombres dans ces tableaux doivent être modifiés si vous êtes promu ou si vous avez droit à une rémunération d'affectation provisoire. Consultez la lettre d'accompagnement # 8 de l'appendice H de la convention collective.				
Niveau 2	Niveau 3	Niveau 4	Niveau 5	Niveau 6B	Niveau 6A						
17,73	19,08	19,94	20,80	21,63	22,80	23,57					
18,79	20,22	21,10	20,80	21,63	22,80	23,57					
19,95	21,40	22,32	22,31	21,63	22,80	23,57					
21,59	23,06	24,02	23,88	23,17	24,37	23,57					
23,32	24,89	25,87	25,48	26,39	25,99	25,25					
25,26	26,87	27,91	27,13	28,23	27,66	26,91					
Niveau 2 Intérimaire dans un:						Niveau 3 Intérimaire dans un:					
Niveau 3	Niveau 4	Niveau 5	Niveau 6B	Niveau 6A	Niveau 4	Niveau 5	Niveau 6B	Niveau 6A			
19,08	21,10	20,80	21,63	22,80	23,57	19,94	22,31	21,63	22,80	23,57	
20,22	22,32	22,31	23,17	22,80	23,57	21,10	23,88	23,17	22,80	23,57	
21,40	24,02	22,91	23,17	24,37	23,57	22,32	23,88	24,76	24,37	25,25	
23,06	25,87	24,57	24,76	25,99	25,25	24,02	27,13	26,39	25,99	26,91	
24,89	27,91	27,13	28,23	27,66	26,91	25,87	28,85	28,23	27,66	28,64	
26,87	27,91	28,38	29,81	29,23	28,64	27,91	28,85	29,81	31,20	30,28	
Niveau 4 Intérimaire dans un:				Niveau 5 Intérimaire dans un:			Niveau 6B Intérimaire :		AUGMENTATION MIN. 2021-01-01		
Niveau 5	Niveau 6B	Niveau 6A	Niveau 5	Niveau 6B	Niveau 6A	Niveau 6B	Niveau 6A				
20,80	23,17	22,80	23,57	21,63	24,37	23,57	22,80	25,25	Niveau 2	1,14	
22,31	24,76	24,37	25,25	23,17	25,99	25,25	24,37	26,91	Niveau 3	1,16	
23,88	26,39	25,99	26,91	24,76	27,66	26,91	25,99	28,64	Niveau 4	1,51	
25,48	28,23	27,66	28,64	26,39	29,23	28,64	27,66	30,28	Niveau 5	1,54	
27,13	29,81	29,23	30,28	28,23	31,20	30,28	29,23	32,29	Niveau 6 B	1,57	
28,85	29,81	31,20	32,29	29,81	31,20	32,29	31,20	32,29	Niveau 6 A	1,64	

Article 22 VACATION ENTITLEMENTS

GROUP POSTMASTERS AND FULL-TIME EMPLOYEES

The group Postmaster is entitled to receive pay for at least ten (10) days in each calendar month of a vacation year.

BEFORE August 15, 2016

Less than 7 years	3 weeks
More than 7 years	4 weeks
More than 14 years	5 weeks
More than 21 years	6 weeks

AFTER August 15, 2016

Less than 10 years	3 X her regularly scheduled weekly hours.
More than 10 years	4 X her regularly scheduled weekly hours.
More than 18 years	5 X her regularly scheduled weekly hours.
More than 28 years	6 X her regularly scheduled weekly hours.

22.03 (a) VACATION LEAVE FOR FULL-TIME EMPLOYEES

The full-time employee who is entitled to receive pay for at least ten (10) days in each calendar month of a vacation year.

Years of continuous employment

Less than 7 years	One and one-quarter (1 1/4) days per month
More than 7 years	One and two-thirds (1 2/3) days per month
More than 14 years	Two and one-twelfth (2 1/12) days per month
More than 21 years	Two and one-half (2 1/2) days per month

Employee before January 1, 2011

More than 28 years	Two and eleven-twelfth (2 11/12) days per month
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AFTER August 15, 2016; years of continuous employment

Less than 10 years	One and one-quarter (1 1/4) days per month
More than 10 years	One and two-thirds (1 2/3) days per month
More than 18 years	Two and one-twelfth (2 1/12) days per month

PRE-RETIREMENT LEAVE

A full-time employee and/or a part-time employee who's regularly scheduled hours of work are fifteen (15) hours or more per week in a grade Office and a Postmaster in a position classified at level three (3) and above.

The criteria are:

- Fifty (50) years of age and twenty (20) years of continuous employment; or
- Sixty (60) years of age and twenty (5) years of continuous employment;
- Is entitled to pre-retirement leave with pay of one (1) week up to a maximum of six (6) weeks.

The employee may elect to take her fifth (5th) and sixth (6th) weeks of pre-retirement leave during the same year.

Level 1 employees, postmasters and hired AFTER August 15, 2016 shall not be entitled to pre-retirement leave.

ALL OTHER EMPLOYEES

If she has been continuously employed	less than seven (7) years	6%
More than 7 years	8%	
More than 14 years	10%	
More than 21 years	12%	

Employee before January 1, 2011

More than 28 years	14%
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AFTER August 15, 2016

If she has been continuously employed	less than ten (10) years	6%
More than 10 years	8%	
More than 18 years	10%	
More than 28 years	12%	

Of the total of the pay and compensation for overtime received by her during the previous vacation year.

Protection of acquired rights: Eligible to seven (7) weeks if the employee has twenty-eight (28) years of service after January 1, 2011.



MARS

Barrette, Josée – Wakefield

Dubé, Maryse – Cap-St-Ignace

Dufresne, Chantal – Wickham

Fournier, Véronique – St-Zacharie

Fugere, Ginette – Brownsburg

Gaboury, Marie-Michelle – Sabrevois

Gauthier, Gino – Delisle

Gingras, Mireille – Belleterre

Gosselin, Mélissa – Laurentides

Goulet, Annick – St-Calixte De Kilkenny

Huard, Francine – Gascons

Laroche, Ginette – Philipsburg

Lejeune, Line – St-Côme

Levasseur, Véronique – St-Élie

Macneil, Lauren Melina – Schefferville

Mclaughlin, Valérie – Chertsey

Mondoux, Pascale – Lavaltrie

O'reilly, Luc – Davidson

Ouedraogo, Fatimata – Caplan

Renière, Nancy – Yamachiche

Robert, Vicky – Panet

Roy, Suzie – L'islet

Skilling, Chantal – North Hatley

Vaillancourt, André – St-Agathe De Lobinière

Welcome

MARS

Barrette, Josée – Wakefield
Dubé, Maryse – Cap-St-Ignace
Dufresne, Chantal – Wickham
Fournier, Véronique – St-Zacharie
Fugere, Ginette – Brownsburg
Gaboury, Marie-Michelle – Sabrevois
Gauthier, Gino – Delisle
Gingras, Mireille – Belleterre
Gosselin, Mélissa – Laurentides
Goulet, Annick – St-Calixte De Kilkenny
Huard, Francine – Gascons

Laroche, Ginette – Philipsburg
Lejeune, Line – St-Côme
Levasseur, Véronique – St-Élie
Macneil, Lauren Melina – Schefferville
Mclaughlin, Valérie – Chertsey
Mondoux, Pascale – Lavaltrie
O'reilly, Luc – Davidson
Ouedraogo, Fatimata – Caplan
Renière, Nancy – Yamachiche
Robert, Vicky – Panet
Roy, Suzie – L'islet
Skilling, Chantal – North Hatley
Vaillancourt, André – St-Agathe De Lobinière



Arseneault, Louise – St-Rédempteur De Lévis
Audet, Françoise – Lac Drolet
Bélanger, Jean-Marc - Normetal
Bisson, Anne – St-Ludger
Boudreau, Sylvie – Maria
Boudreau, Céline – Cap-aux-Meules
Cadrin, Élise – St-Bernard de Dorchester
Chalifoux, Louise – Val- Morin
Chevarie, Carole – Grosse-Île
Chouinard, Céline – St-Jean-Port-Joli
Cloutier, Manon – Mont-Tremblant Succ. B
Dallaire, Louise – Cap-Rouge
Doyon, Gaétane – Saint-Georges-CSP La
Driscoll, Mondford - St-Augustin Saguenay
Driscoll, Sally Ann – St-Augustin Saguenay
Dubé, Cécile – Val d'Espoir
Dubé, Nicole – St-Fabien
Farah, Chantal -- Sabrevois
Fortier, Daisy – Waterville
Josephson, Beverly – St-Sauveur-Des-Monts
Irving, Wendy -- Cookshire
Lanoie, Micheline – Ste-Rosalie
Marcotty, Danielle – Ste-Brigide D'Iberville
Morin, Nicole – Milan
Nadeau, Gabrielle – St-François-Montmagny
Noel, Josette – St-Alphonse Rodriguez
O'Neil, Donna – Kazabazua
Pelletier, Michèle – St-Roch Des Aulnaies
Raymond, Lawrence – La Visitation
St-Hilaire, Lilyanne – Ste-Hélène De Kamou-
raska
Thibault, Fernande - Lyster
Trudel, Caroline – St-Rémi D'Amherst
Vignola, Louise - Causapsal
Voyer, Daniel – Ste-Croix

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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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 2021 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.