

Quebec branch

The ComPAAnion

No 82

SPRING 2023



REMINDER: WEB SITE (www.acmpaquebec.com)

Just **Google** it: **ACMPA QUÉBEC**,

to find us on Internet! This tool is there for you and you will find a lot of information!

Poste-publication 40007758

WORD FROM THE PRESIDENT

I will start by giving you an update on the pilot project on staff retention, that is the creation of a 30-hour minimum guaranteed position that will evolve in a 50 km radius. The interviews took place in December for the Eastern part and the selected candidate started in January. For the Western part, as I am writing these lines, the interviews will be held soon. I will keep you posted on this initiative, which is according to all of us, very positive.

Recently, during a meeting in an office, I unfortunately saw once again RSMCs sorting parcels and mail, pretending to help. We all know that this action, most of the time, is for them, to finish earlier.

The RSMCs must respect their time of arrival on annex a. Normally, it is 30 minutes **minimum** after the arrival of the morning mail. This gives CPAA employees time to bring in the trolleys and start sorting. The RSMC, when she arrives, as then some work at her sorting press.

In the case I witnessed, the part-time employee lost additional hours (peak season) because the RSMC had done the work of the CPAA. Imagine if this is repeated all year... The CPAA members lose hours and these do not reflect the actual need of the office. It would then be very difficult to justify a request for hours to the zone manager.

You must have noticed in fact that the RSMC try... They arrive 5 minutes before as an exception, then it becomes 15 minutes and 2 weeks later it has become a habit of arriving too early, thus exercising a pressure on the CPAA member to sort faster, because they are eager to leave!

Do not hesitate to enforce the arrival schedule of the RSMC at annex a. If you encounter problems, please contact your zone manager. If nothing gives, call us and we will be happy to intervene with the employer. We have to protect our working hours!

A little update on the survey following our Teams fall meeting. We listened to your recommendations and as you have noticed recently, a Teams meeting in an informal setting was organized to answer your questions. Hoping that you were present and like this “express” formula, which was held in the middle of our winter period.

To conclude, we recently received the resignation of our director Guylaine Myre for family-related reasons. We had the CV of a qualifies candidate who was interested by the position and she will start during the month of March. We will tell you her name when she enters service, because she must get her training from our National level first.

With that, all the best to you and do not hesitate to communicate with one of your officers for any information.

Steeven

ARTICLE 11.06 COMPETITIONS

During an interview, it is **your duty** to ask to have the questions in hand. The questions will be sent to you by the members of the jury.

Why should we have the interview questions?

To read them at the same time they are being asked and to better respond to them.

POST-INTERVIEW

If you were interviewed, you *can* ask for a post-interview. The member of the jury who interviewed you, must meet you in person within two weeks after the post-interview request. If it is not the case, please communicate with a CPAA officer.



YOUR RIGHTS

ARTICLE 41 RELOCATION AND TRAVEL

You are getting a promotion for the office in Beausoleil. A promotion may also mean relocation and travel allowances. The Beausoleil office is more than 50 km from your current place of residence; you are entitled to that allowance. To be entitled, you have to mention it to the human resources agent who offers you the promotion (when the agent calls to offer the position, you give hi the details and the information about relocation and travel). In your letter of engagement, the relocation and travel allowances will be mentioned.

The team manager can ask you the question if you are ready to move. He i responsible for travel expenses incurred by potential candidates, as well as the expenses related to the relocation of the selected candidate, where necessary. The expenses related to travel and relocation must be approved in advance.

UNCOVERED RSMC ROUTES

When your RSMC is absent and there is no replacement. You have to process all parcels at the PDT. Parcel tracking will say that they are present in your installation. If a RSMC does not go out, you must inform the client that his parcel is “held” at the installation and must stop the time for the Canada Post delivery guarantee.

So you will have to work at the PDT to process the parcels of that route and indicate “held” for each parcel.

You must execute this task before your counter closes. If this additional work task is important, do not hesitate to ask your local zone manager for additional work time.

89th Provincial Convention

April 28th, 29th and 30th, 2023

INVITATION



It is with great pleasure that the CPAA invites you to its 89th Annual Convention that will be held April 28th, 29th and 30th at the Palace Royal in Quebec. We invite you to consult the Web site to get an overview of the hotel and the itinerary to get there: [Hôtel Palace Royal](#) 775, avenue Honoré-Mercier Québec QC G1R 6A5

You will find within the schedule and the answer form for those days.

As in the past, the April 28 reunion evening, will concentrate on communication thus allowing everyone to share. On April 29th, there will be workshops for you, followed by a cocktail and a banquet with door prizes. Finally, on April 30th, the general assembly of your organization will take place.

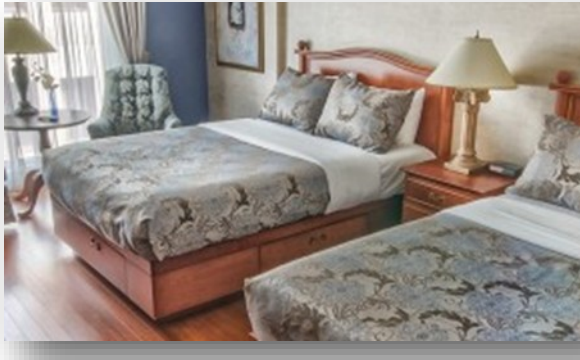
For those who wish to book a room, we were able to obtain a preferential rate at \$159,00 a night for regular rooms (there are many other categories available), in single occupancy for the 28th and 29th of April. Reservations can be made by calling 1 800 576 5276; please specify that you are from the CPAA group. You must make your reservation before April 3, 2023. After that date, reservations will be accepted according to availability and the rate might be subject to change.

You will find the registration forms within. They must be duly completed and returned with your cheque or your money order at the same time as your reply card duly completed in print letter to the following address: ACMPA Section Québec 572, chemin du Quai, Saint-Joseph-de-la-Rive QC G0A 3Y0, before **April 3, 2023**.

After that date, the organizing committee cannot guarantee the rates and the availability, due to the commitments with the hotel and the sanitary measures in place.

We hope to see you in great numbers, because it is up to you to make this event a memorable and successful one.

In the name of the Convention Committee



ROOM SHARING

If you wish to share a room with another member, please send your contact information by e-mail and we will put you in touch.

IMPROVE YOUR PENSION FUND... WITH PAID HOURS

To all those who need more time to execute their tasks, we call it: **prioritizing your tasks.**

To all those who work overtime on your schedule without getting paid for them: **we call it volunteer work.**

After examining the time that you are **really** missing to accomplish your tasks, you must inform your local zone manager in writing with all the tasks that were not executed and keep your union informed.

Every banal situation can have an impact on your hours of work and those of your colleagues.



REPLACEMENT OF A POSTMASTER ON HALF-DAY

When the postmaster takes a leave on half-day, the hours of replacement must be offered in full. You must offer them to the part-time employee and thus free her from her schedule if needed. The schedule of the postmaster cannot be dissected if she is absent for the FULL half-day.

RETIREEE INFORMATION

Canada Post seems to be more inclined at hiring retirees. There is a process behind all this! But the authorizations are now more accessible. What you need to know: if no application is made to fill a vacant position, a retiree who shows interest could be hired until a candidate is selected and ready to work; it is on a case-by-case basis. Spread the word, it could avoid office closings and answer an urgent need for employees. Furthermore, they are trained and ready to work!

To be a delegate at the next National Quadrennial Convention in Vancouver

Why not!

It is time to get your two minute presentation ready to be selected as delegate for the National Quadrennial at the next elections which will be held at our next convention in Quebec.

Be creative to catch the eye of your colleagues!

It is an unforgettable experience!

P.S.: All your expenses will be paid for Vancouver



REMINDER: POSTMASTER DUTIES RELATED TO THE RSMC

Please be reminded that the postmaster **is not responsible for:**

- ⇒ Finding replacements for RSMC holidays;
- ⇒ Filling out the special RSMC payment vouchers and vacation requests;
- ⇒ Filling out or managing the RSMC vacation schedule (you must only hand them the guidelines and the schedule);
- ⇒ Filling out any report of attendance or any other report related to the RSMC;

All the above tasks are those of the zone manager!

We all know that zone managers like to delegate, so let us all be vigilant and inform us if that is the case.



IMPORTANT MESSAGE

If you receive new work tools in your office that require training, you must receive the training **MANDATORILY BEFORE** you use it. If this is not done, tell your zone manager and a union official.

AWARENESS:

YOUR PERSONAL PROPERTY VS. CANADA POST PROPERTY

We will never insist enough, to tell and try to convince you, to use only the assets given to you by Canada Post to do your work. That is usually, the retail outlet and a fixed telephone line. Your cellphone is your personal property. If someone asks you for pictures, ask a work tool to get it to them. We can't negotiate for those situations, because you supply solutions to the employer at your own expense. At the same time, you must never use the property that Canada Post lends you for your personal use; for example, the **e-mail addresses that the corporation created for you with your name and their portable**. We understand that postmasters like to be resourceful, finding solutions and not disturbing their local zone managers... But this prevents from recognizing the actual needs of our teams and to negotiate changes or improvements to our situations.

ACTING ASSIGNMENT

(SHORTAGE OF EMPLOYEES)

If you receive a request to replace at a level that is superior to yours, the zone manager can't stop you from going by pretending that there is no replacement for your home office.

LET'S TALK HEALTH AND SECURITY

If you are a victim of an incident in the workplace, you must declare it **IMMEDIATELY** to your local zone manager. You could be invited to a disciplinary interview if you do not declare it. When you go to the doctor and he asks you if your injury is work-related, if the answer is yes, the doctor will declare it to the CNESST and an inquiry must follow. This procedure must be done within 48 hours, it is the law.

Thank you

REGARDING THE FALL VIRTUAL MEETING

We take the opportunity, through this journal, to review our “Teams fall meeting” that was held November 16, 2022. We confirm that this formula allowed us to get in touch with more people than a face-to-face meeting. We had received 161 registrations, but we had up to **179 people connected to the event**. We have received around fifty feedback answers of your comments that we have accounted for, listened and read. You already know that there is another Teams meeting on February 21, 2023. There may be others to come, but the ones scheduled for this year aim to be a solution to current topics and issues, related to the time of the year or to new events in our work. **Do not forget that we are only a phone call away.**

Here is a summary of the information we collected through the survey:

The majority of respondents appreciated this way of proceeding for its accessibility on many levels : no travelling, no need to run and work-family balance.

In general, here is what people enjoyed the least:

Seeing everybody; the best would be to see the officers only.

The duration of the event.

The lack of interaction and the lack of time for questions.

In general, here is what people enjoyed the most:

Compliance to the agenda.

Being in the comfort of your home.

The subjects included and managed by the officers.

The question period.

The easy communication, the simplicity and the structure of the event.

Here is the constructive feedback for future meetings:

Indicate the duration.

Allow more time for questions.

Receive the subjects in advance to prepare our questions.

Have more meetings.

In conclusion:

16 members mentioned they wanted to be present at the 2023 Convention. We hope to see you in large numbers!

All your comments are constructive to guide our actions and decisions to answer your needs.

Thanks for your collaboration!

**** 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
Tel.: 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

Angèle Sénéchal

59, rang Sainte-Marie
Les Éboulements, Québec
G0A 2M0
Tél. 418-617-9654
asenechal.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.

Director

Your future director
Will be disclosed Soon,
Quebec HURRY



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 ComPAAnion newsletter three times yearly.