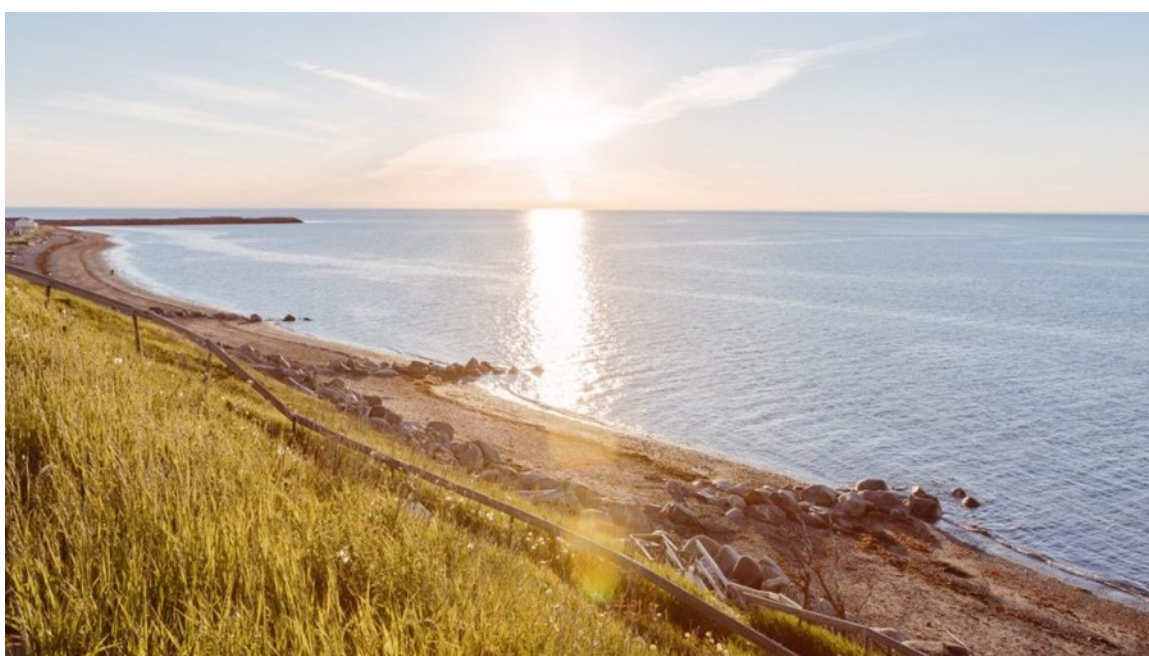


Quebec branch

www.acmpaquebec.com

Your information website!

**Sunrise in Matane within your reach by joining our
90th conference from April 26 to 28, 2024.
Pleasure guaranteed. Pages 6 to 10.**



The ComPAAAnion Winter 2024

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

To :



Word from the President

First, I want to talk to you briefly about the National Committee. If you did not already know, Mr Dwayne Jones (former English VP) was elected president to replace Mrs Brenda McAuley who retired. Mrs Brigitte Faucher was elected as the French vice-president to replace Daniel Maheux, who also retired. On the English VP side, Mrs Chazalon who had been elected, but who has already left, has been replaced by Mrs Judy Potter who acted as an officer in Ontario.

Talks with the employer, about the negotiation of our collective agreement, have begun. There will be meetings during the next months. We will keep you posted on the progress made. Please know that, for strategic and confidentiality purposes, the members of the negotiating committee can't divulge all the approaches or requests. The demands that are most requested by the members will certainly be on the agenda.

On our employer's side, not too many changes or announcements except the "tightening of the belt" due to the poor financial performance. For certain, some departments are impacted more than others. For example, certain renovation projects in our offices will be postponed by Real Property because of a lack of a budget. Do not forget, however, that any problem arising from a material damage that can affect the security of employees in our offices remains a priority and Canada Post must fix it, budget or no budget.

Another subject that catches our interest was the recent addition of many new zone leaders. There will also be many more in eastern Quebec with the reorganization of the zones, if it is not already in place.

I want you to be vigilant about the tasks you are asked to perform. Most of the new zone managers (and many former managers) were before managers and a large percentage of them do not know the CPAA and its collective agreement which is slightly different from the other negotiation units. Do not hesitate to communicate with one of your officers, if you have any doubts or questions. We will give them a chance, but we will try to educate them!

We are receiving calls from members about the responsibility of our post masters regarding the management of trucks provided to the RSMCs. I should like to remind you that this responsibility belongs to the zone manager. The RSMC must communicate with the LZM for any problem related to its use or maintenance. (Oil change, installation of tires, mechanical problems, etc.)

Some managers love to "delegate" the responsibility to the postmaster while pretending there is no one better positioned than the postmaster to execute this task and take the appointments. They will say the postmaster knows the garages in his village. Other managers, new or not, simply do not know who is responsible for this task.

With these comments, I invite you to keep up your good work and be our eyes and ears if you see anything suspicious. If your CPAA does not know, we can unfortunately do nothing...

Steeven

PROFILE FOR TALENT ZONE

If you are hoping for a promotion or some change, I strongly advise you to not wait until the last minute to complete your profile in SAP.

You must enter all your personal information. Whether it is to apply for a position or to ask for a transfer, your profile must be up to date.

Here are the steps to follow:

- INTRAPOST
- SAP
- TALENT ZONE
- VIEW MY PROFILE



You have worries for an interview?

Here is some information on how to get a good preparation for it:

The process allows interviewers to learn about your knowledge, abilities and personal suitability to be assigned to the position you are applying for.

They use 8 criteria for the evaluation, as follows:

- Focus on customer service
- Initiative
- Team work and collaboration
- Problem solving
- Management of records and information
- Time management
- Resilience
- Processing financial transactions

Your point total will be translated in percentages To get a passing mark, you need 60%

There will be 8 questions.

For most of the questions, you will have to explain your reactions, gestures, knowledge based on a situation that you will bring as an example.

For other questions, there will be a situation for which you will have to explain what must be done.

During the correction phase of your answers, there is no negative correction, which means “TALK”. Talk a lot. The more information you give, the better the chances you collect points. Do not assume that the interviewers know what you think or that what you want to do is so evident. No, say everything.

Think in advance about those themes and think about all the tools you have at hand that you may consult.

Finally, keep the interview questions confidential. It might not be your last.

Good luck!

The staffing process

We are receiving calls from members to know if it is going to take long for staffing a position, to know the results of a competition or when I will start in my new position. Please know that Canada Post has a maximum of six (6) months for staffing a vacant position.

- #1- You are participating in an interview for that competition. (Multiple candidates)
- #2- The LZM must then mark the points and return the forms to the HR analyst by mail or e-mail.
- #3- That analyst must execute a few administrative tasks and then, within a minimum of 24 hours, must communicate with the candidates by e-mail to let them know about the result.
- #4 -There will be a communication between you three to agree on a start date for the new position. To start the new position, the letter of offer must be signed and received by the HR analyst. The beginning of this new position is the Sunday before the first Monday worked.

This process is simple, but it depends on a certain coordination. It is impossible to guarantee you a deadline. But know that once the process is under way, everyone wants it to go fast!



CASUAL

The advantages of having continued service

Leave

When a leave with pay has been granted to the employee for whatever reason, this leave applies only to the work days scheduled and the employee is paid only for the number of hours indicated on the schedule for which the employee would have normally worked.

Uniform

Will be allowed 73 points a year to order one (1) long or short sleeve shirt, one (1) pair of pants or a skirt.

Short-term disability program

A term employee with continuous service is eligible for the short-term disability program when the employee is appointed to a position of more than six months, which includes a minimum of 40 hours of scheduled work per month. A term employee stops receiving benefits from the short-term disability program when the employee's appointment ends, unless another appointment was scheduled to start in the seven (7) following the end of the previous appointment.

The complete list of benefits can be found in sections 50.03 and 50.04 of the collective agreement.

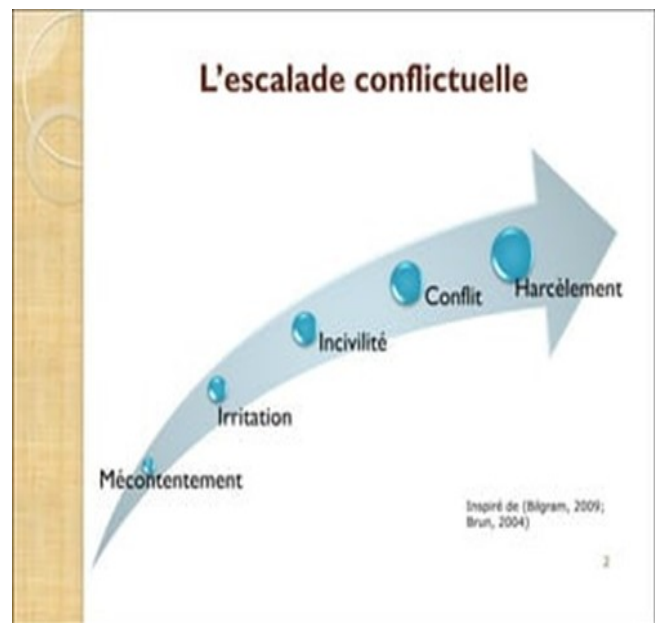
Conflict arising between employees

As you already know, conflicts between employees are not rare. To make sure this doesn't happen, there are things you can put in place in your workplace environment.

Mainly, you have a responsibility that is not insignificant: making sure that you know and understand the facts and that you are not judging based on mere perceptions.

You must verify the information before jumping to conclusions. That is, making sure that the message you have received is the same as the one that was sent!

So, it would be better to confirm the information through an open discussion to make sure everyone has the same side of the story.



IMPORTANT NOTE

When you have requests for your LZM, real property or other stakeholders concerning your concerns and there is no response or follow-up and nothing changes, you have the responsibility to restart the discussion. If you restart the discussion and the situation does not change, put it in writing and submit a copy to the manager and a CPAA officer.

INVITATION TO THE 90th PROVINCIAL CONVENTION

April 26th, 27th and 28th, 2024

It is with great pleasure that the CPAA invites you to its 90th Annual Convention that will be held April 26th, 27th and 28th at the Riôtel in Matane.

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

Their coordinates: **Riôtel, Matane, 250 Avenue du Phare E, Matane, QC, G4W 3N4; 1-877-566-2651.**

You will find in this journal the schedule of the activities for those days and the response form to participate.

Innovations:

We have doubled the amount of the rebate for each night billed to members **by going to \$40** and an additional rebate of \$40 will be granted for the night of Friday to level 1 members (14,75 hours and less) and casual workers upon receipt of their invoice at the secretariat by mail or email at asenechal.acmpa@gmail.com.

Like in the past, there will be an evening reunion on Friday night that will be held in a pleasurable and friendly atmosphere. On April 27th, there will be workshops for you, followed by a cocktail and a banquet. Finally, on April 28th, the general assembly of your organization will take place.

For those who want to make a reservation, the rate for the duration of our convention, for a single standard room is \$94 for a night (limited number), but many other categories are available. Reservations must be made by calling 1 877 566-2651; please specify that you are from the CPAA group. **You must make your reservation before March 29, 2024.** After that date, reservations will be accepted according to hotel availability and the rate might be subject to change.

Furthermore, registrations received after that date to your association will cost

\$100 payable with the return of your registration information.

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 29, 2024**).

Like last year, if you wish to share your room, but do not know anyone to share it with, please let us know on your registration form and we will try to pair you and put you in contact with someone in the same situation.

We look forward to seeing you! Your officers!

Registration Form

I will be present at the 90th Convention of our section at the Riôtel in Matane, on April 26th, 27th, and 28th 2024. Here is the information for my participation **that I will return before March 29th, 2024:**

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, April 26:	Reunion evening	19:00	_____
Saturday, April 27:	Lunch	12:00	_____
	Cocktail	17:00	_____
	Banquet	18:30	_____
Sunday, April 28:	Breakfast	7:00	_____

Guest and registration received after March 29th, 2024: \$100 registration fee, non-refundable and payable when registration form is submitted

Additional notes for your well-being at the convention:

Allergies _____

Vegetarian _____

Other _____

Return your registration in an envelope by mail at:

CPAA

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

For further information, please contact 418-617-9654.

Before March 29, 2024



Quebec Section

90th PROVINCIAL CONVENTION

April 26th, 27th and 28th, 2024

WELCOME RIÔTEL MATANE

250, ave du Phare E
Matane, Qc G4W 3N4



CPAA Quebec Section

www.acmpaquebec.com

Correspondence:

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

Steeven Roy, president
418-700-3600

Chantal Coulombe, vice-president
450-883-3137

Angèle Sénéchal, secretary-treasurer
418-617-9654

Chantal Corriveau, director
819-828-3641

Program schedule subject to change

ARRIVING AND REGISTRATION

FRIDAY: 18:00 to 20:30

SATURDAY: 8:00 to 9:00

The location will be indicated on site

Fees of \$100 for the registration apply for:

→ the member's guest;

→ the associate members;

→ when the registration forms arrived after
March 29, 2024

Those registration fees must have been paid
with the return of your registration form.

No refunds for any cancellation.

If your registration form and your payment
are received before March 29, 2024, you
will have the chance to participate in the
drawings of door prizes during our Sunday
general assembly.

PROGRAMMING

FRIDAY, APRIL 26:

19:00 to 22:00 Reunion Meeting

SATURDAY, APRIL 27:

8:30 Presentation of the Security and
Inquiry service

10:30 Pause

10:45 Workshop: Prepare your
retirement
Workshop: Meet your officers

12:00 Lunch

13:30 Lecture with Robert Piché; Quand
l'impossible devient réalité!



17:00 Cocktail

18:30 Banquet

Followed by an entertaining evening with:



SUNDAY, APRIL 28:

From 7:00: Breakfast

9:00: General assembly

- Reverence
- Minute of silence in the memory of...
 - Record of minutes
 - General assembly 2023
 - Chair's Report
 - National Chair's Report
- Report from the Financial Committee
 - Forum
- Meeting closure

• DRAWINGS AND DOOR PRIZES

**IT IS IMPORTANT TO BRING YOUR
TICKETS/COUPONS WHEN IT IS
REQUIRED AT ACTIVITIES
DURING THE WHOLE
CONVENTION**



Thanks for your collaboration!

ROOM RATES AND RESERVATION

RIÔTEL MATANE

Room form \$94

If reserved before March 29, 2024

**We have doubled the rebate for a night to:
\$40 applied when you make your
reservation at Riôtel Matane for a night on
Friday the 26th and Saturday the 27th of
April 2024.**

New:

There is an additional rebate of \$40 for the
night of the Friday 26, for level 1 members.
(14,75 hours and less) and casual workers
upon receipt of their invoice at the
secretariat by mail or email at
(asenechal.acmpa@gmail.com).

You must mention that your reservation is for
the 2024 CPAA Convention and do it before
March 29, 2024. After that date, rates and
availability will not be guaranteed.

RIÔTEL MATANE

1 877 566-2651



**President
Steeven Roy**

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Tel.: 418-700-3600
s.roy.acmpaquebec@gmail.com



**Vice-president
Chantal Coulombe**

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**Secretary-treasurer
Angèle Sénéchal**

59, rang Sainte-Marie
Les Éboulements, Québec
GOA 2M0
Tél. 418-617-9654
asenechal.acmpa@gmail.com

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



**Director
Chantal Corriveau**

1623, Rue Giguère
St-Adrien, QC J0A 1C0
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 2024 contribution will be receivable from January 2024. 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.

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

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

Simplified staffing process:

VACANT POSITION (11.01)

↓	↓	↓
<u>Assistant - less than 15 hours (11.02)</u>	<u>Assistant - more than 15 hours (11.03)</u>	<u>Postmaster / Senior assistant (11.04)</u>
↓	↓	↓
Offered to assistants in the post office (11.02 a)	Offered to assistants in the post office who have a position of 15 hours or more per week (11.03 a)	Transfer list in accordance with section 35.09 (11.04 a i))
↓	↓	↓
Transfer list (11.02 b)	Offered to assistants in the post office who have a position of less than 15 hours per week (11.03 b)	Transfer list in accordance with section 11.05 (11.04 a iii))
↓	↓	↓
↓	Transfer list (11.03 c)	*Step only senior assistant position in accordance with section 11.04 c: the position is offered to the people in the office; appointment by competition (11.04 a ii))
↓	↓	↓
↓	Offered to assistants with 15 less than 15 hours (level 1) in a radius of 50 km who has shown interest (11.03 e)	Competition in accordance with section 11.06 (11,04 a iv)) Last moment to ask for a transfer (It is already almost too late...)
↓	↓	↓
Other means (11,02 d)	Other means (11,03 f)	Other means (11,04 a v)
1- Casual with office continuous service	1- Casual with office continuous service	1 - Competition for casual with or without continuous service, at the discretion of management, often related to the number of candidates
2 - Casual with continuous service who have sent the show of interest form	2 - Casual with continuous service who have sent the show of interest form	2 -Outside posting (all candidates including casual without continuous service)
OR	OR	
3- Casual without office continuous service	3- Casual without office continuous service	
At steps 2 and 3, it is a management right, so the decision is at the discretion of the employer.	At steps 2 and 3, it is a management right, so the decision is at the discretion of the employer.	*Plan ahead: make your transfer requests with the form before the position becomes vacant Do not wait, because you can't assume the termination date. We do not know the future. By being proactive, you will thus avoid a possible posting.
4 - Internal /external posting	4 - Internal /external posting	