

*Between,
What I think,
What I want to say,
What I believe I am saying,
What I say,
What you want to hear,
What you hear,
What you believe you understand,
What you want to understand,
And what you understand,
There are at least nine possibilities
to not understand each other.
Bernard Werber.*

President's word

The year 2020 is behind us now and, like me, you must tell yourself it is a year we must forget, especially because of the Covid and all of its collateral damage.

As for your CPAA, it was not easy to deal with either. We received numerous calls, questions, concerns because of this universal unknown devastating problem that tied us up all year in 2020 and still holds a grip on us this year.

I still believe that we have overcome the challenges, but not without difficulty. Some changes were made and we had to adapt; we will have to do so continuously.

We have created a Facebook group to share our thoughts and to motivate ourselves during these extraordinary times. The page allowed us, on a more positive note, to create a Web site for us members of Quebec, in order to find a lot of information on different subjects and allow us to make some updates. By the way, if you have not visited it yet, I invite you to do so at www.acmpaquebec.com and you can also send us your suggestions to let us know what you would like to find on the site. Do not forget, if you want to find us easily on the Web, you must write www.acmpaquebec.com in the “address bar” in the top part of your computer. Do not write the address in Google, because this will send you automatically to the national Web site.

During the year 2020, we have submitted 18 grievances which we won for the great majority. Those were related to different cases, mainly on staffing where the CPC did not respect the periods prescribed by the collective agreement and on some procedures where it needed to send us a notice and it didn't. You have to keep your eyes open with them and watch everything!

We are keeping an eye on the following “hot” topics: the use of the face covering, the high-visibility vest in our offices, and the competitions conducted virtually. I invite you to read about these important messages in the pages of this newspaper.

Finally, it is without much of a surprise that I am announcing to you that our Convention is cancelled again this year because of the Covid. It is very unfortunate, but we have to adapt and to respect the sanitary measures. I don't think I need to give you more explanations on this...

Syndically yours,

Steeven

Mandatory wearing of the face covering and of the high-visibility vest

Due to the new directives from Public Health and Labour Canada, Canada Post must comply. It is therefore **mandatory** for everyone, to wear the face covering **at all times and EVERYWHERE** inside our post offices, across all employees, those of the CPAA as well as those from the RSMC.

Concerning the high-visibility vest, it must be worn by all employees (CPAA and RSMC) in the back store, the sorting room, the docking area, etc... (article 12.17)

The only exception is when you are **alone** in the office or at the counter serving only one customer.

If you are at the counter without a vest and you have to go back store to get a parcel for a customer, **you then have to put on the high-visibility vest.**

The employer was very clear on these directives and he told us that he would be on the lookout to make sure we comply to these rules in 2021. Disciplinary measures could be taken and they could be rather severe, because this pertains to mandatory Health and Safety. It would be very difficult to defend you at that moment...

We all agree that it is a bit stringent but, for a multitude of reasons, we have to wear the face covering and the vest in order to avoid problems!



Request for a high-visibility polo shirt

Concerning the high-visibility vest, we have received requests to expand the uniform catalogue to include a polo shirt with reflective strips, in order to avoid wearing the famous vest. It was a good idea and I had already asked our National to discuss this matter with Canada Post.

However, this polo shirt will have to comply with the requirements for high-visibility as much as the vest does, because there are rules and regulations. There is nothing done yet.

Normally, a request for an addition or a modification must be made in writing by the members, because the uniforms are part of the collective agreement. There can be, however, discussions with the employer to speed up the process before the end of the actual convention.

You can go on our website and fill out the form “Request for a change to the Collective Agreement”, in order to get polo shirts with reflexive strips quickly. Afterwards, send the form to the following address: mail@cpaa-acmpa.ca . The more requests we send, the greater the chances they are accepted, especially without having to wait for the next agreement.

Steeven

Choice of vacation leave for casual workers with continuous service

Article 23.02 of the collective agreement states that: : Term Employees with continuous employment will then select their vacation leave period on the same basis. This means that after each round of selection by the postmaster and the part-time employees, the term employees with continuous employment also select a period. This process goes on until all the employees have no more weeks to choose.

FOR EXAMPLE : Manon (postmaster), Nathalie (part-time)

John (term employee with continuous service).

Manon takes 2 weeks in July, then Manon takes 1 week in August. So, it is time for John to choose a period in the vacation schedule.

Amalgamated lists for the signing of vacation

The signing of vacation must be supervised by the postmaster in charge of the amalgamated list.

AT EACH TURN OF SIGNATURE, When the full-time and part-time employees have signed their vacation periods, the postmaster of each office, who is a member of the list, will communicate with the postmaster in charge, in order to send him the choice of vacation periods.

The postmaster in charge will block the periods that were chosen by the employees. After that, the casual workers in continuous service will choose the free periods.

Virtual interview for competitions

Another subject that concerns us in these times of Covid is the change that was made for the interviews for the postmaster competitions. Even though I am not a fan of this practice, if you didn't know, interviews are conducted virtually with a computer on "Microsoft Teams".

We have voiced our concerns to the Corporation about the "preparation" to log on to the system and the conduct of the interview. The employer is more or less paying attention to our demands. It is rather difficult for some of our members to conduct an interview this way and we question the transparency of this process.

We certainly have to deal with this extraordinary situation, but I want you to tell us what your concerns will be when you will be invited to take part in an interview. Whether it is about logging in to the system; if CP wants to use the phone; if you are not at your residence; if you have an Internet problem; or because you do not have a camera on your computer, etc.

We want to know how it works, in order to prevent certain deficiencies and report them to the employer. I have also asked the employer for an officer to act as an observer on most virtual competitions, in order to avoid or reduce certain anomalies and to make sure the interviews are conducted within the rules and regulations imposed by the restrictions of the moment. Canada Post has agreed. That is a good thing.

Steeven



Health and safety

According to article 17.01, the Canada Post Corporation and the CPAA recognize an employee's right to working conditions which show respect for her health, her safety and her physical and psychological well-being.

I will inform my local zone manager, if:

- * I am a victim or witness of hurtful or racist comments
- * I am a victim or witness of verbal or physical abuse
- * I am a victim of abuse or any other physical or psychological harm

In addition, you must report any defective items in your office, in order to minimize the risks of accidents or injuries.

Example of items to verify often to see if they are defective:

- ⇒ Raised tiles or linoleum
- ⇒ Broken lock, step or door
- ⇒ Proper functioning of the heating or cooling system
- ⇒ Any other anomalies



The Corporation, the Association and the employees recognize that the maintenance and development of the general well-being of the employees is a common goal.

Here are the first procedures described in Appendix K (page 140 of your Collective Agreement), in order to resolve an issue that is a concern to you:

An employee who wishes to raise a health and safety concern shall first do so with her immediate supervisor.

If the concern is not resolved, the employee may refer the issue to the health and safety representative for the office, together with the CPAA and the responsible Local Area Manager, who will review the matter together.

Where necessary, the CPAA will transfer the file to the Health and Safety joint committee.

I hope this article helped you to better understand and know there are people available in order to help you take measures to find solutions to any problem identified.

The Canadian Postmasters and Assistants Association

88th Provincial Convention

April 23, 24 and 25, 2021



IS CANCELED

NOTICE OF CHANGE FOR OUR CONVENTION

To: All members of the CPAA Quebec Branch

GENERAL ANNUAL MEETING OF THE QUEBEC BRANCH

As you know, there has been a change to how our convention will be held. This year, because of the current restrictions due to the COVID-19 coronavirus, there will be a general meeting by teleconference rather than an in-person convention.

The annual meeting will take place in the form of a **teleconference on April, 25 2021, starting 9:00 a.m.**

To attend, we ask all members interested to **reply to the invitation**, even if you are already registered for the Bromont convention.


You can reply in one of the following ways:

Preferably by email: odettedesgagnes.acmpa@gmail.com

Otherwise by telephone at **418-635-2505**

If you have any questions, feel free to contact Odette:

 odettedesgagnes.acmpa@gmail.com

 **418-635-2505**

Please register as soon as possible (by email is best because it's more efficient).

We ask you to include the following information in your email:

- your name
- your post office
- your position/duties (postmaster /part-time/casual)
- your personal email address

After you have registered, you will receive an access code and you can join the teleconference at the planned time and date. Only active members will be allowed to vote on resolutions.

GENERAL ANNUEL METTING
AGENDA

1. Call to order
2. In memoriam...
3. Reading and approval of the agenda.
4. Report on the minutes of the meeting in June 2020.
5. Report of the Québec President.
6. Report of the National President.
7. Report of the finance mittee
 - * 2022 Budget.
 - * Financial report for the fiscal year ending December 31, 2021.
8. Miscellaneous: If you have other items to include, please submit them when you register.

Odette Desgagnés, secretary treasurer.

VACATION

Can you take leave without pay just before retirement? No, you would lose your Extended Health Care Plan number 51391 and your prescription drug coverage.

Your retirement date corresponds to the day following your last day of work. Your retirement date is Monday March 22nd; you cannot take leave without pay on Friday the 19th because that day has to be a day of work.

Ref: Summary of the postretirement benefits for health-care on ESS (Employee Self Service)



Vacation Leave:

THE YEAR FOR THE CALCULATION OF VACATION LEAVE STARTS ON THE 1ST OF APRIL AND ENDS ON THE 31ST OF MARCH.

The employees with six (6) weeks of vacation are entitled to two and one-half (2½) days per month, but at the moment of retirement we have to take into account the date of retirement to calculate our vacation leave.

For example :

You are retiring on September 20th; you have to calculate your months from April 1st up to September 22nd, which makes six months at two and one-half (2½) days for a total of 3 weeks of vacation.

Pre-Retirement Leave:

THE YEAR FOR THE CALCULATION OF PRE-RETIREMENT LEAVE STARTS ON THE 1ST OF APRIL AND ENDS ON THE 31ST OF MARCH.

I am retiring on the 1st of August; I was born on the 1st of July and my anniversary date is the 1st of September; I still have pre-retirement leave, but I cannot take them. Why?

ANSWER:

Pre-retirement leave has to be taken on the latest of the following two dates: after your anniversary date which is the 1st of September or your date of birth which is the 1st of July, in this case, you have to take them on the 1st of September; because you are leaving on the 1st of August you are therefore not allowed to take them; you are no longer employed by Canada Post.

The best dates if you are planning to retire are:

After the 1st of January: To get the salary increase.

After the 15th of the month: To get your vacation and personal leave for the month.

Your vacation and personal leave will be paid when you leave.

But your pre-retirement leave will be lost, if you have not taken it before your retirement.

Personal Days (Art. 25)

The Personal Days year starts on July 1st and ends on June 30th of the following year. Each employee will be allocated 7 days for each year of his schedule.

Each full-time employee will be allocated 7 days for Personal Days.

Group Postmasters and each part-time employee receive a prorated amount of Personal Days based on the percentage of full time hours worked, up to a maximum of 7 days.

The calculation method is: (The division sign is represented by the symbol /)

Postmaster: 31 hours from Monday to Friday 31 h X 7 / 5 = 43,40 h.

The leave type quota for Personal Days on 2020/07/01 will be 43,40 h.

All Personal Days will be **credited and paid out in hours.**

Each Term employee with continuous employment and **at least forty (40) scheduled hours of work per month** shall receive a pro-rated amount of Personal Days, to a maximum of seven (7), based on the length of their term of employment, and the percentage of full time hours that the employee is regularly scheduled to work.

For an employee who ends his employment before the end of the Personal Days year or an employee who starts during the Personal Days year, the days are calculated pro-rated based on the number of days remaining in the Personal Days year.

For example: a part-time employee who works 15 hours a week leaves on May 1st. He is allowed to 10 months on his schedule and he can therefore take 17,5 hours as Personal Days.

The calculation method is: (The division sign is represented by the symbol /)

Your schedule (15 h) X 7 days/5 = NB hours H/12 = number of hours per month for vacation leave.

So you have worked 10 months during the year X 1,75 h = 17,50 h of Personal Days.

Hours of work 40 h X 7/5 = 56 h/12 = **4,66** h per month of vacation leave.

20 h X 7/5 = 28 h/12 = **2,33** h per month of vacation leave.

10 h X 7/5 = 14 h/12 = **1,16** h per month of vacation leave.

5 h X 7/5 = 7 h/12 = **0,58** h per month of vacation leave.

Any unused Personal Days or portion thereof remaining at the end of the Personal Days year (June) will be paid out to employees during the third (3rd) pay period after July 1. The amount of the payment will be based on the employee's last **regular rate** of pay of the Personal Days year.

Rates of pay in case of injury-on-duty leave

Classification	injury on duty – pending		
	Day 1	day 2 to 15	day 16 +
CPAA	100%	75%	70%
Casual and term Employees	100%	75%	0
	Injury On duty – approved,		
	Day 1	Day 2 to 15	Day 16 +
CPAA	100%	75% (restored top-Up credits)	75% + top-up credits
Casual and term employees	100%	75%	Paid directly by the Workers Compensation Board (CNESST)

All employees in the following table are paid directly by the Workers Compensation Board of their province if their claim is approved (with the exception of the day of the incident which will be paid by Canada Post). The employees working in the province of Quebec are paid by Canada Post for the first 14 days of their injury-on-duty leave.

CPAA	Location group – full-time employees
	Location group – term employees
	Term employees represented by the CPAA < six months
	Term employees < six weeks

Reduced compulsory check-off

The payments for pending injury-on-duty are advance payments made on the anticipated approval of the board. They are therefore not considered as a source of income for the employee and they are not subject to tax deductions, from the CPP or EI.

Gradual return to work - Quebec only Canada Post will pay 100% of your regular salary (75% of your regular salary and 25% of the wage gap) in accordance with article 180 of the LATMP (An Act respecting industrial accidents and occupational diseases) as interpreted by the “Commission des normes, de l’équité, de la santé et de la sécurité au travail” (CNESST). Consequently, the CNESST will not declare those hours on your T5007 form at the end of the year.

The payments for approved injury-on-duty for amounts greater than those approved by the Board are considered as an employment income subject to tax deductions and the CPP.

Will I have to reimburse those check-offs at the end of the year?

No The compulsory check-offs are not deducted from the approved amount of benefits by the provincial board, for the claims approved. Any amount paid by Canada Post exceeding the amount of benefits granted by the WCB of your province will be taxed at a rate applicable to the amount. These compulsory check-offs of any amount paid exceeding the amount of benefits granted by the WCB of your province will always be withheld at the source, the same way the compulsory check-offs are from the regular wage rate.

Welcome

Beaudry, Lynn - Stanstead
Bergeron, Sylvie – St-Remi-de-Tingwick
Bolduc, Jessyca – St-Adrien-d'Irlande
Boucher, Nathalie – St-Gabriel-de-Kamouraska
C.- Baillargeon, Noella – St-Anselme
Cardinal, Danielle - Montebello
Cloutier, Claudette - Chapais
Cormier, Beatrice – Havre-St-Pierre
Cote, Marie-Helene – Notre-Dame-de-Stanbridge
Coward, June-Alice - Lacolle
Deraps, Gaetane - Aguanish
Desgagnes, Melanie – Château-Richer
Dube, Edith - Biencourt
Dumais, Jeannine – Lac-Bouchette
Flansberry, Melissa – Grand-remous
Fortin, Sylvie – St-Joseph-de-la-Rive
Fortin, Sylvie – Trois-Pistoles
Fournier, Jean-François – Coteau-du-Lac
Gagnon, Isabelle - Upton
Gaudreault, Annie – Pont-Rouge

Gauthier, Marie-Soleil – St-Valerien-de-Milton
Girard-Lamontagne, Laurie – Neuville
Gosselin, Genevieve – Val-Belair
Goupil, France – St-Paul-de-Montminy
Gregoire, Sylvie – St-Liboire
Hogan, Kathleen – St-Pierre-Baptiste
House, Angus - Chisasibi
Jalbert, Bruno – Lebel-sur-Quevillon
Lafleur, Sylvie – Ste-Martine
Langevin-Lelievre, Pamela - Neuville
Levesque, Liette – L'ascension-de-Patapedia
L'Heureux, Odette – St-Isidore-de-Dorchester
Maheux, Joelle – Lac-etchemin
Major, Yollande - Macamic
Minier, Marie-Eve - Didyme
Mongrain, Josee – Normetal
Morneau, Annick – Ste-Perpetue-de-L'Islet
Nadeau, Nicole – St-Janvier
Paquet, Josee – Boischatel
Paulin, Michele - Grenville
Perkins, Diane - Knowlton
Richard, Danielle - Racine
Robertson, Kim – St-Constant
Rochon, Helene - Messines
Roux, Stephane – St-Lucien
Russell, Nancy – Lac-Nominigue
Sauvageau, Andre – St-Denis-sur-Richelieu



Berryman, Kathryn – St-Hyppolyte-de-Kilkenny
Blais, Johanne – St-Apolinaire
Boulerice, Francine – St-Philippe-de-Laprairie
Carrier, Monique – St-Lambert-de-Levis
Clavet, Helene – St-Denis-sur-Richelieu
Corbeil, Martine – Mirabel, Succ. Ste-Monique
Cote, Sylvianne – Cloridorme
Dessureault, Sylvie - Champlain
Drouin, Diane – Crabtree-Mills
Eriksen, Micheline – Grand-Remous
Ethier, Yvette - L'Epiphanie
Gauvreau, Linda – Ste-Cecile-de-Masham
Gravel, Maryse – St-Damien-de-Brandon
Jalbert, Sylvie – Ste-Elie
Joyal, Jacinthe – Pierreville

Lacoursiere, Jeannine - Macamic
Leroux, Denis – St-Lazare-de-Vaudreuil
Menard, Celine – Franklin Centre
Menard, Gisele - Plaisance
Ouellet, Celina – L'Echouerie
Pilotte, Florence – St-Pierre-Baptiste
Poirier, Aliette - Sayabec
Ruest, Monique - Cabano
Sam, Michael - Chisabi
Simard, Line – St-Urbain-de-Charlevoix
Trudel, Caroline – St-Remi-d'Amherst
Van Ingelgom, Nicole - Papineauville

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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NOTICE

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

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Vice-president

Chantal Coulombe

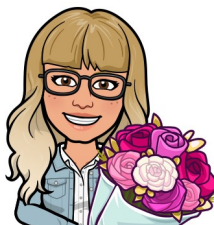
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For any comments, suggestions or correspondence, please write to the secretary-treasurer of the CPAA Quebec Branch.

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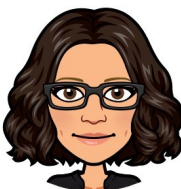
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Notice to associate members (retirees)

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.