

Quebec branch
www.acmpaquebec.com



2026

Hotel Suites Normandin in Saint-Nicolas
Year without elections
General Annual Assembly

Negotiations, economy, reorganization
of Canada Post = careful and
sensible planning of our activities

2027

Hotel Le Germain in
Baie-St-Paul

Year with elections
Convention



**The ComPAAAnion
Summer 2025**

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



Happy summer season TO :





Your officers: Chantal Corriveau, Steeven Roy,
Angèle Sénéchal and Chantal Coulombe



Beautiful smiles!

Canada Post Business Partner Martin Dorais.
In times of such uncertainties, a presentation of: "What is nice in your work?"



A well-received participation!



Chair's Report for the 2025 Convention.

Hello everyone,

At the moment I am writing these lines, we have just ended Easter weekend. I was actually telling myself that this is one of the first times that I am writing my message for the convention without having too many clear answers about the issues we are concerned about. We are all uncertain and waiting for many answers, as you will take note.

Negotiations:

There was an agreement on the choice of an arbitrator between Canada Post and the CPAA. Certain dates have been selected so the arbitrator can study the final offers. We should know more about the process in the next months.

Retroactive pay 5%:

Canada Post has granted to workers of other bargaining units a retroactive pay of 5% without asking for it and without a convention agreement being concluded to this day. Despite our similar request, ours was rejected. Our National Level has reiterated the request in writing, because it is unfair. We are thus waiting for a follow-up...

Possible Strike of the CUPW

As you must certainly know, a strike is still possible around May 22nd. We remain alert and hope that if there is a strike, the impacts for our workers will not be too devastating, without saying more. It could also be a lockout imposed by the employer. As you can see, we are still awaiting for decisions.

Federal Elections

The federal elections are now behind us. We hope that the new Liberal Government will still uphold the 1994 Moratorium on the closing of post offices, which we know the employer wanted to free itself from.

In short, the majority of the subjects mentioned above will definitely have an impact on us, members of the CPAA. At this moment, we don't know how and up to what level it will affect us. We will have to face it in due course.

Small actions that can catch up to us...

We have recently witnessed many unfortunate situations related to bank deposits and the change for the petty cash that have led to disciplinary meetings. When there are no longer financial institutions in your municipality, Canada Post must establish a clear procedure for everyone. You cannot, at any time, take your own money to go “get some change.” Again, a procedure with trace mail must be put in place by the LZM.

It is very difficult to justify missing money in the office if you do not leave written traces. It is not recommended to take your own car to go to make the deposit or to get some change in another village, especially outside working hours.

Imagine, if the next day, you forget the “change” at home or you are sick and can’t make it to the office to work. You would be held responsible for the lack of money at the office. You expose yourself to disciplinary measures or loss of employment for this type of situation.

Do not hesitate to communicate with one of your officers if you notice that there is no procedure established by your LZM in your zone.

On that note, I wish you a great summer and great holidays. I hope to give you some more precise and more encouraging answers in my next message. In the meantime, please consult our Web site www.acmpaquebec.com to keep informed of all the updates that concern us.

Steeven



What more do we know since the April 2025 Convention Word from the President?

You have been informed that, for the time being, there is no full strike of the CUPW. Despite this fact, the insecurity of the distribution network affects our workload. If your LZM puts in place a “summer schedule”, please know that the customer service hours cannot be cut, and that postmasters are fully replaced. A replacement that has begun cannot be modified. If in doubt, please communicate with us. We are waiting impatiently for a resolution.

There report from Commissioner Kaplan and its recommendations were also divulged. Without a doubt, there will changes to the corporation. It was predictable, but let us not go into panic mode. The government in place must position itself on the report; this can take time and the employer must also study it. If applicable, the changes will be part of a long implementation process; and that is without knowing exactly which changes will be made, nor how or when they will be put in place. It could take years.

For us at the CPAA, what really concerns us the most is the **possible** closure of some offices. We are still hoping that the impacts on the CPAA will be minimal and we will assess the situation as it unfolds.

Canada Post Products and Services

We want to remind you the importance to follow the procedures and policies of the corporation. All the members of the CPAA must do so, and that is not an option.

Selling products and services found at the RPO is imperative. Do not invent any form of accommodation.

To the employer, it is theft.

Examples:

- * Your brother-in-law goes down south for 3 months; you reassure him by telling him his mail will not be returned and, at the worst, you will keep it for him at the office;
- * Your neighbor moves only one floor in her building; her new mail box will be the one just below the one she has now; so you give her mail without a COAN;
- * A village resident tells you his mother is not able to go to her compartment, so you decide to help by sending her mail to him, at his home;
- * A friend moves and he has a small business; but very little mail for it; so you make him pay for an individual COAN, but you transfer his business mail;
- * You renew a mail box; you know this person has moved, but because the address is not in service yet, you do it to give her time to make her change of address;
- * A client comes for the mail of a deceased person and you accommodate him, because you trust him and it is burdensome to ask for all the documents;
- * You offer a box received with your material order for a person who really seems to find it expensive to send a parcel, plus having to pay for the box;
- * You use the office “tape” to wrap a parcel at the desk for a customer;
- * You provide a surplus of fliers to pack securely a parcel sent by a customer at the desk.

We could give you so many more examples. And: The “YES BUT” that you are telling yourself right now does not have its place. And happy are we if you are not thinking about a “YES BUT”.

Your accommodations due to your kind and generous heart do not help you. **You could lose your job!** We have a range of products and services for sale at our counter. Sell them! Play your role and if you are not comfortable with the products and services, ask for some training. The revenues made by each office are important.

One day you will take leave, you may be ill, you will be replaced, your RSMC will hear it or we will see what you do and all these people will be right to talk about it to your LZM. They don't have to put themselves in a vulnerable position for you in a situation that should not exist.

And at that moment, you will live with the consequences.

Furthermore, the people who replace you and who follow procedures are often victims of your abundant accommodations. The unsatisfied customers, because they think they receive an incomplete service, will tell your replacements and it is not always in a pleasant way. The customer's experience becomes then a bad experience at the counter AND for your replacement. **It would be easy to avoid all these situations.**



Spring Cleaning (or in the summer, it is never too late for good deeds)

In our role as officers, we often visit offices. It appears important to tell you to clean them. It is not your task to clean the windows or to do the dusting, but you can do the following:

Clearing up

It is indicated in the publication, *Vente au détail* (Retail), all the door and wall signs that are authorized on the customer side. You can have house notes/signs for the back store only. If those notes are the integral part of your everyday tapestry, you can think of a new system (folder/duo tang). Those notes, often destined to the people who don't visit your offices on a regular basis, are too numerous and lose their effectiveness.

Do you need all that furniture? If you have too much, please inform your LZM. Ask him or her to get rid of it or if you can take it somewhere.

Do you need all those old signs, all those cardboard boxes, all those...? Are there "classified" objects on the floor, sticking out of shelves or higher than your shoulders?

Think about reorganizing your environment and planning your movements to avoid accidents, incidents and even injuries!

Minutes of the 2025 Convention

At an Annual General Meeting of the members of the Canadian Postmasters and Assistants Association, Quebec Branch, held at **9:00** on **May 4, 2025**, at the Hotel du Domaine in Thetford Mines:

The members of the executive committee in attendance are the vice-president: Chantal Coulombe; the secretary-treasurer: Angèle Sénéchal, the director: Chantal Corriveau, under the chairmanship of Steeven Roy.

More than **51** members are in attendance at the general meeting.

AGENDA OF THE ANNUAL GENERAL ASSEMBLY:

- Call to order
- Reverence
- Minute of silence in the memory of... ;
- Approval of the Minutes of the April 2024 Annual General Assembly;
- Chair's Report;
- National Chair's Report;
- Report from the Financial Committee;
- Forum
- Door prizes
- Meeting Closure

CALL TO ORDER

Period of reverence conducted by Chantal Coulombe, under the theme of "Hope".

Minute of silence for our deceased members by Chantal Corriveau.

R.: 25.805 It was resolved that the minutes of the **April 28, 2024**, General Assembly be accepted.

MOVED BY: France Lamontagne

SECONDED BY: Anne Robert

CARRIED UNANIMOUSLY

The president, Steeven Roy, reads his report.

The French Vice-President at the National level, Brigitte Faucher, reads the report of the National President, Mr. Dwayne Jones.

R.: 25.806 It was resolved that the reports submitted by the presidents be accepted.

MOVED BY: Lucie Gosselin

SECONDED BY: Isabelle Côté

CARRIED UNANIMOUSLY

There is a presentation of the projected budget for the year 2026. There is a presentation of the financial statements for 2024 and an explanation of the auditor's report. It is followed by a discussion about the absence of revenues for the 2026 convention registrations. The president, Steeven Roy, explains that a convention is planned two years ahead and that considering some uncertainties that could affect our source of revenues, we have decided to hold an in-person annual general assembly for 2026. There will be a convention in 2027. It is under the label of accountability, foresight and caution that the branch decided to go along those lines for the 2026 activities.

R.: 25.807 It was resolved that the projected budget for the year **2026** be accepted.

MOVED BY: Marie-Chantale Lessard

SECONDED BY: Nathalie Boucher

CARRIED UNANIMOUSLY

R.: 25.808 It was resolved that the financial report for the Quebec Branch for the year ending on **December 31, 2024**, be accepted after reading.

MOVED BY: Anick Veillette

SECONDED BY: Lucie Gosselin

CARRIED UNANIMOUSLY

FORUM

DOOR PRIZES

R.: 25.809 It was resolved that the General Assembly be terminated at **10:45, May 4, 2025**.

MOVED BY: Carole Gosselin

SECONDED BY: Monique Robert

CARRIED UNANIMOUSLY

STEEVEN ROY
PRESIDENT

ANGÈLE SÉNÉCHAL
SECRETARY-TREASURER



WORKPLACE HEALTH AND SAFETY

Recently, we received a report on the incidents in the offices of the CPAA. We have no choice but to note that the majority of the situations come from an improper handling of the parcels or the bins. Unfortunately, it does not only happen to others. Be proactive, take your time, test the parcel before handling it or the bin before moving it; ask for help.

Nobody wants to get hurt in the workplace.



For every convention, there are fascinating encounters!





		REVENUES	2026	2025	2024	2024
4005	r05	Deposit made to the current account CP	- \$	- \$	- \$	- \$
4006	r06	Interests received (investment/dividend/Visa return)	13 625,00 \$	16 000,00 \$	17 000,00 \$	22 533,31 \$
4007	r07	Miscellaneous	- \$			483,42 \$
4008	r08	Funds received from the National Office	375 000,00 \$	375 000,00 \$	375 000,00 \$	411 237,34 \$
4009	r09	Dues from associate members (\$10/member)	400,00 \$	400,00 \$	400,00 \$	560,00 \$
4010	r10	Registrations received for the convention (annual/quarterly)	- \$	2 000,00 \$	2 000,00 \$	3 300,00 \$
4011	r11	Amounts received for other reasons from members	- \$	- \$	- \$	- \$
4012	r12	Donations	- \$	- \$	- \$	- \$
4013	r13	Fixed-term deposits	(21 025,00) \$	28 920,00 \$	3 780,00 \$	- \$
		TOTAL OF REVENUES	368 000,00 \$	422 320,00 \$	398 180,00 \$	438 114,07 \$
		DISBURSEMENTS	2026	2025	2024	2024
5405	d09	Officers' monthly fees	22 000,00 \$	28 320,00 \$	24 600,00 \$	21 280,00 \$
5410	d10	Salary of the secretariat	30 000,00 \$	28 000,00 \$	30 000,00 \$	19 001,59 \$
5422	d17	EI - CPAA	1 100,00 \$	1 200,00 \$	1 000,00 \$	1 004,80 \$
5425	d16a	QPIP - CPAA	400,00 \$	500,00 \$	500,00 \$	376,34 \$
5440	d17a	CNESST - CPAA	400,00 \$	500,00 \$	1 000,00 \$	304,77 \$
5450	d16	RRQ - CPAA	2 800,00 \$	4 000,00 \$	2 800,00 \$	2 609,17 \$
5455	d15a	FSSQ - (RAMQ) - CPAA	950,00 \$	3 200,00 \$	2 500,00 \$	896,90 \$
5601	d06	Miscellaneous expenditures (bank fees, pro-counseling, auditors)	3 450,00 \$	- \$	1 000,00 \$	419,08 \$
5602	d07a	Correction and translation of the Publications Mail	2 000,00 \$	1 600,00 \$	1 500,00 \$	1 817,47 \$
5603	d07	Journal - PP production	18 000,00 \$	14 000,00 \$	24 000,00 \$	14 722,40 \$
5605	d08	Rent of officers	7 200,00 \$	7 800,00 \$	7 800,00 \$	7 200,00 \$
5612		Fees for auditing	- \$	2 000,00 \$	3 000,00 \$	414,00 \$
5617	d18a	License and software	3 000,00 \$	3 000,00 \$	2 000,00 \$	2 478,95 \$
5618	d18	Equipment purchase, rental or repair	1 000,00 \$	500,00 \$	4 000,00 \$	0,01 \$
5619	d19	Office supplies (stationary)	2 200,00 \$	1 000,00 \$	1 500,00 \$	2 257,41 \$
5622	d22	Telephone, cell, Internet paid to officers	7 500,00 \$	8 700,00 \$	9 000,00 \$	7 245,34 \$
5623	d23	Postage	2 000,00 \$	500,00 \$	3 500,00 \$	2 806,44 \$
5624	d24	Salary, per diem, and mileage for convention (officer/delegate)	5 000,00 \$			46 883,05 \$
5628	d27a	Branch administration	55 000,00 \$	65 000,00 \$	60 000,00 \$	60 797,56 \$
5631	d28a	Conflicts	25 000,00 \$	12 000,00 \$	12 000,00 \$	24 125,35 \$
5632	d28b	Work accident investigation	3 000,00 \$	10 000,00 \$	12 000,00 \$	7 438,68 \$
5633	d28c	Staffing, competition observation, pm o	2 000,00 \$	10 000,00 \$	3 000,00 \$	3 538,72 \$
5634	d28d	Disciplinary meeting	60 000,00 \$	65 000,00 \$	50 000,00 \$	61 435,36 \$
5635	d28e	Job/employee evaluation	10 000,00 \$	3 000,00 \$	1 000,00 \$	15,82 \$
5636	d28f	Grievances	500,00 \$	500,00 \$	2 000,00 \$	261,02 \$
5637	d28g	STDP (short and long term)	1 000,00 \$	- \$	1 000,00 \$	495,56 \$
5638	d28h	Employer/Union/Working relationship	18 000,00 \$	35 000,00 \$	20 000,00 \$	15 621,85 \$
5641	d29	Expenses for branch meetings (executive)	50 000,00 \$	50 000,00 \$	50 000,00 \$	46 186,09 \$
5642	d30	Expenditures for convention (other than salary)	5 000,00 \$	51 000,00 \$	50 000,00 \$	17 323,10 \$
5643	d31	Expenditures for fall TEAMS	2 500,00 \$	5 000,00 \$	5 000,00 \$	2 350,39 \$
5734	d34	Expenses for political actions	7 000,00 \$	2 000,00 \$	2 000,00 \$	145,83 \$
5735	d35	Training	5 000,00 \$	5 000,00 \$	5 000,00 \$	3 525,74 \$
5736	d36	Hour/schedule consultation for the office	10 000,00 \$	1 000,00 \$	2 000,00 \$	504,96 \$
5738	d38	OHS, CNESST, return to work arrangement	5 000,00 \$	2 000,00 \$	3 000,00 \$	685,25 \$
Audit		Amortization	- \$			1 302,41 \$
Audit		ULWOP write-off	- \$			(4 014,55) \$
		TOTAL OF DISBURSEMENTS	368 000,00 \$	421 320,00 \$	397 700,00 \$	373 456,86 \$
		Budget balance: surplus or (deficit) (4013)	- \$	1 000,00 \$	480,00 \$	64 657,21 \$

Explanations on the 2026 budget estimates

To plan a convention, it must be done at least two years in advance.

Considering the following uncertainties at the moment of this planning process:

- ⇒ The various negotiations (ours included) at Canada Post and their internal restructuring;
- ⇒ The threat of a strike or a lockout by the CUPW;
- ⇒ The new Canadian government;
- ⇒ International policies and the impacts of free trade with the United States;
- ⇒ The economy in general.

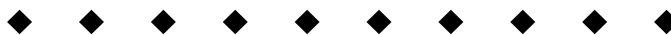
We were thus worried for the maintenance of our income stemming from your union dues.

The reorganization of Canada Post, the downturn of the activities in our offices and the effects of the strike could impact the number of members and the source of our revenues.

It is possible that the planned budget be impacted by the changes and that we have more meetings for the hours of consultation for the office or any other modification required by Canada Post.

So we decided to tackle the situation in a responsible and foresighted manner, and to hold a general assembly at Hotel and Suites Normandin in Saint-Nicolas, Saturday, May 2, 2026. There will be a meeting for the general assembly, a dinner followed by a period of questions and exchanges of ideas. You will get more details at a later date.

The following year being a year of elections, we confirm there will be a convention from Friday, April 30th to Friday, May 2nd. It will be held at Hotel le Germain in Baie-St-Paul.



← From left to right, door prize winners!
Amount of \$100.00: France Lamontagne, Audrey D'Amours, Doris B. Pomerleau, Raymonde Auger and Sandra Bilodeau. One night and access to the Spa at Hôtel du Domaine: Jessyca Bolduc. With them: Your branch president: Steeven Roy.



The humorist Val Belzil and your officers!



CORRESPONDENCE

The journal is sent according to the coordinates of your ESS. A delay between your update and the version given to the CPAA can vary by a month. It is important to correct your address quickly with the employer AND to indicate your preferred language of communication correctly.

Newly Retired or Associate Member

Please stay in touch with us and keep coming to our conventions! At the moment of retiring, no matter the time of the year, please send us your payment. The 2025 dues for associate members will be receivable in January 2025. In both cases, post your cheque for the amount of \$10.00 to the order of the CPAA, at the address of the secretary-treasurer.



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**Please note the contact
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NOTICE

If you move, please send us your new contact information by e-mail at:
s.roy.acmpaquebec@gmail.com or **asenechal.acmpa@gmail.com**

Journal publication

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**** The content of the journal was prepared by your officers ****

For any comment, suggestion or correspondence, please write to the secretary-treasurer, CPAA, Quebec Branch.

SUMMER VACATIONS AND MERGED LIST OF CASUAL EMPLOYEES

You are now into the process of managing your summer vacations. We want to remind you that you have to take your signed vacations in the proposed calendar and send it to your LZM. Once you have taken the steps for your replacement (office part-time, 50 km assignment, office casual time, surrounding resources) and that you can't find a replacement, you must communicate with your LZM; it is his/her responsibility to find solutions. You must take your vacations and you are allowed to leave with your mind at ease. It is human and very sound to take your annual quotas of vacation time.

Many of you have merged lists of casual employees. Those lists imply that you share one or many on-call replacements for a few offices. To begin, you should not be more than three offices to share this list. Finally, you sign your annual vacations without worrying about the other offices. It is not because an office with a postmaster with more experience signs the two weeks of the construction that you are not allowed to do the same. You share the replacements, but this does not impact the signing process of your vacations.

Article of the collective agreement:

23.04 SELECTION. You sign your vacation leave period independently of the other offices.

Thanks for your presence!

