

Quebec branch

The ComPAAAnion

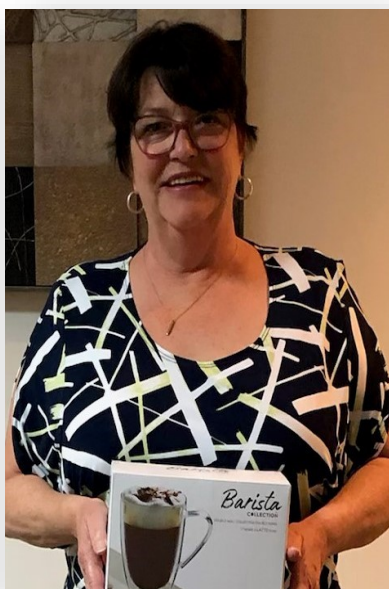
No 80

SUMMER 2022

Thank you for your participation in large numbers,



France Lamontagne
St-Hénédine



Denise Charlebois
Les Coteaux



Ginette Rouillard
St-Charles de Bellechasse



Ginette Béliveau
Coteau du Lac



Émilie Thompson
Portage-du-Fort



Carole Noël

Poste-publication 40007758

President's report

Dear members,

In this moment of spring and convention, it is the moment for your CPAA Annual Report about our working relationship with our employer.

First of all, I want to thank you for attending this convention; this shows your sense of belonging to your association, your interest for your job and your interest in knowing your rights. You want to know what is happening with your employer and also with your working conditions. A convention is a great way to learn a little bit more, to meet and to discuss with your colleagues who go through the same experiences as you and share information.

Your presence encourages us to go on forward with our mission: that is to offer you the help you need for your particular situations or to offer you the information you need.

Here is now a summary and an update of the « hot topics » of the last year.

Without a doubt, the mandatory vaccination policy was and still is the topic of the day. We are still waiting for the decision for the national grievance asking to let non-vaccinated employees to come into work by taking rapid tests for the detection of Covid. Unfortunately, when observing what is going on around us, across all companies, no arbitrator has agreed to this type of demand. We will see if the case is the same for us.

For the moment, Canada Post, as a government corporation, will not move as long as the federal policy of the government on mandatory vaccination will be in force.

As for staffing, the employer is rather calm at the moment in the reduction of hours for positions to be filled; they make adjustments without making too many sharp cuts, a situation we will not complain about, as hours are sometimes added.

Regarding the interviews for the postmaster competitions, we are keeping an eye on the virtual procedure by being in attendance for most of the interviews, in order to make sure everything is done by the book. For the time being we are in attendance, but we can't wait to be back face-to-face, so the process respects fully the conditions of the collective agreement.

Concerning security, the request at the national level was made in order for them to discuss with the employer about our uniforms and the addition of fluorescent shirts that would be in compliance with the law, instead of wearing the famous yellow vest. This being a modification to Article 53 of the collective agreement, yes, we will have to be very patient...

Now on a sadder note, there is an increase of 24 hour notices for meetings related to conflicts between employees and also about « theft ».

This term refers to many different situations like stealing time, when not respecting our official schedule, like using goods and services of Canada Post or like stealing money. On this point, « borrowing temporarily » from the funds of the corporation is considered as stealing.

The CPAA cannot endorse these types of behaviour and it is then very difficult or impossible to adequately defend the member, because there is no valid argument to motivate these acts. We are telling you once again, don't put yourself in a situation that can jeopardize your employment.

Finally, we are still in a state of shock to see that some postmasters take the responsibility for the management of the absences of RSMCs, for the management of OCREs and everything that has to do with the logistics and the reports to produce. It is responsibility of your zone manager and the employer is well aware about this. It is a « management » job.

The managers ask you by pretending they are too busy or by imposing it to you because you know your office really well. You do not have to perform these tasks.

Don't forget that the management of RSMC absences was always the responsibility of the RSMCs themselves or their zone managers when there are OCREs. This responsibility, which is a matter of « management », has never been transferred to the CPAA.

On that note, keep on informing us about any particular situation that deserves our attention or any situation that you experience with your employment. You are our eyes and our ears.

We are there to help you and to keep you informed.

Syndically yours,

Steeven

Update on the STDP claim for indemnity

While you are on leave relating to an approved short-term disability claim, there are steps that you must follow and information that you must have on hand in order to get the proper support at the right moment, with a minimal disruption to your pay.

Calendar

Week 1 Waiting period

- For sickness benefit claims, the waiting period is seven (7) calendar days.
- For claims resulting from accidents or hospitalization:

When medical care was sought on day 1 – there is no waiting period.

When medical care was sought after day 1 – there is a waiting period of up to seven (7) days.

Week 13 The employee presents a claim for employment insurance sickness benefits.

Responsibilities and actions required.

Employee - Week 13 - Employment insurance

You will receive a letter from Accessshr telling you that it is time for you to apply for employment insurance through Service Canada. Accessshr will give you a link to frequently asked questions ([FAQ](#)) that will help you apply. If you need additional help to apply for EI, please communicate with your nearest Service Canada Centre.

- Fill out an EI benefits claim through Service Canada after week 13 of the STDP. You can do it on line or in person:

On line: The [Web site to apply for employment insurance benefits on line](#) is accessible at all times. It allows the employee to apply for employment insurance benefits from anywhere with access to Internet. Once you have submitted your claim on line, it is sent electronically to the Service Canada Centre to be processed.

In person: You can apply in person by visiting a Service Canada Centre. To find a Centre, communi-

cate with Service Canada at **1-800-206-7218** (toll free) or visit the [Service Canada Web site](#).

Service Canada will take into account your revenues for your STDP at the moment of establishing your entitlement to EI benefits.

If you submit inaccurate or incomplete reports to Service Canada or if you omit to apply for an EI benefits claim, the payments made to you from Canada Post and Service Canada could be interrupted.

Week 15 Canada Post sends the Record of Employment (ROE) in the name of the employee.

Canada Post electronically sends a Record of Employment (ROE) in your name after week 15. Allow up to two weeks after week 15 for processing. The ROE informs Service Canada that you will receive benefits under the Canada Post STDP. Once Canada Post has sent your ROE to Service Canada, you can access it on Service Canada's Web site in *My Service Canada Account*.

- When the system displays the question : « What type of benefits are you asking for? » Click on « Sickness benefits: you are unable to work due to sickness, injury or quarantine ».

For all questions related to the employment insurance benefits claim, visit the Service Canada Web site.

If your EI benefits claim is approved, you will have to declare your income to Service Canada during the whole period you will receive employment insurance benefits. If you submit inaccurate or incomplete reports to Service Canada, the payments made to you from Canada Post and Service Canada could be interrupted.

Do not forget:

- In the declarations you make every two weeks to Service Canada, do not mention your **STDP benefits** from Canada Post showing on your payment slip.

- During a leave under the STDP, holidays are not part of the benefits paid under the STDP. Canada Post pays your full salary for holidays; this income must then figure on your two week income declaration to Service Canada. Here are the incomes that must be declared during a leave under the STDP (there might be others):

- o Holidays
- o Hours worked
- o Disbursement quotas
- o Shift and weekend premiums

Other payments that are not linked to the STDP

When you submit your declarations every two weeks on line or by phone, they will ask you the following question:

« Our records show that you are receiving benefits from the employment insurance supplemental unemployment benefit plan. Are there any other benefits that you have not mentioned? ».

If you are receiving money other than the STDP, answer « Yes ».

If you are **ONLY** receiving benefits from the Canada Post STDP, answer « No ».

If Service Canada rejects your claim, you will continue to receive benefits from Canada Post at a rate of 70% of your normal salary or, if you have top up credits, at a rate of 95% of your normal salary.

Week 22 A letter regarding the end of the benefits for the short-term disability program is sent, in addition to the package for the appropriate benefits claim.

Week 30 The benefits under the STDP end.

From week 16 until week 30 of your approved claim for benefits submitted to the STDP and Canada Post, Canada Post will continue to pay you an amount equivalent to the difference between your EI benefits and your salary permissible under the STDP. The combination of these payments of Service Canada and Canada Post cannot amount to more than 70% of your salary total or 95% if you have top up credits.

Service Canada will confirm in writing the approval of your claim and the date of the first payment for your benefits. You will also receive information about your obligations to inform Service Canada about any change to your status and about filling your bi-monthly declaration reports.

The first EI payment you will receive will include all the back payments that cover the time that Service Canada has spent studying your claim and processing your payment.

Canada Post will continue to make payments during the review period, so there is no interruption of your payments. The recovery of payments will start upon reception of your first payment from Service Canada and it will be done at the recovery rate stipulated in your collective agreement until full reimbursement.

More on the Web.

www.acmpaquebec.com



Francophone Vice-President Daniel Maheux, Secretary-Treasurer Odette Desgagnés, Vice-President Chantal Coulombe and President Steeven Roy



**Lodging accomodation,
Chantal Corriveau, Wotton**



35 years of service = retirement
 Congratulations for your retirement!
 It is now time to undertake all the tasks you
 didn't have time to do when you worked.
 Have fun!

The Margeurite-Dubois Food Assistance Centre

A cheque to the amount of \$100.00 for the cash contributions collected during our 2022 Annual Convention at Hôtel Château-Bromont in Bromont, in addition to the goods from the whole range of essential products.

Thanks to the donor.



Manon Demers and speaker
Dave Morissette

Door prizes!

Julie Dubois, St-Isidore, \$100.00
Bernard Ouellet, East-Angus, \$100.00
Louise Boily, St-Joseph-de-Beauce, \$100.00
France Lessard, St-Joseph-de-Beauce, \$100.00
France Girard, Eastman, \$100.00
Carole Montambault, St-Zotique \$100.00
Francine Montminy, St-Pierre-de-la-Rivière-du-Sud, \$100.00
Marielle Paquette, L'Épiphanie, \$100.00
Isabelle Demers, St-Henri-de-Lévis, \$100.00
Carole Gosselin, St-Martine, \$100.00

France Lamontagne, St-Hénédine « Folding garden chair »
Denise Charlebois, Les Coteaux, « 2 Barito cups set »
Ginette Rouillard, St-Charles de Bellechasse, « Bugatti travel bag »
Ginette Béliveau, Coteau du Lac, « insulated lunch bag »
Emilie Thompson, Portage-du-Fort, « hot coffee mug »
Carole Noel, St-Pacôme, « wine glasse »



August 2022

To all our active members,

Because we have not been able to fill the vacant position of director after the withdrawal of the selected candidate, we have to resume the staffing process.

We are once again calling upon our active members, in order to fill this position, as stated by the rules of the Association.

We hereby invite you to send, before **September 23, 2022**, your curriculum vitae, as well as a short description of the reasons motivating you to submit your nomination for the position. The key condition to submit your nomination for this position is that you have to hold a permanent position.

Here are the desired qualifications:

- * Having a basic knowledge of the OFFICE Suite (Word, Excel, etc.) would be desired;
- * Being comfortable using technology (e-mail, Internet, smart phone, etc.);
- * Being available and autonomous (able to be absent from home 4 or 5 consecutive days at times);
- * Having a basic knowledge of our collective agreement would be an asset;
- * Having the desire to help your colleagues and to promote equity.

There is no loss of salary and an allocation is given for expenses during meetings.

You can communicate with us to get more information.

You must send everything by e-mail at the following address: s.roy.acmpaquebec@gmail.com

Yours truly,

Your executive of the Quebec Branch

Invitation

We are pleased to invite you to our next fall meeting that will be held on November 16, 2022 at 19:00 in a virtual format on Teams.

You will receive all the information about the meeting with the next communication. As members of the Association, you want to have the support of your elected members and of all the CPAA organization when problems arise or when you have concerns. You belong to your union and your union belongs to you.

You want to be informed?

To do this, we need everyone to be present and we hope you will be there with us.



Congress 2023 in Québec on april 28, 29 and 30



Minutes of The Canadian Postmasters and Assistants Association, Quebec Branch

At an annual General Meeting of the members of the Canadian Postmasters and Assistants Association, Quebec Branch, held at **9:00** on **April 24, 2022** at **Hôtel Château-Bromont**.

The members of the executive committee in attendance are: the Vice-President: Chantal Coulombe; the Director: Guylaine Myre is absent, the Secretary: Odette Desgagnés, under the chairmanship of Steeven Roy.

More than **65** members are in attendance at the general meeting.

AGENDA OF THE ANNUAL GENERAL MEETING:

- Prayer and minute of silence in the memory of...
- Report of the Minutes of the April **2021** meeting;
- Chair's Report;
- Report from the National President;
- Report from the Financial Committee;
- Forum

CALL TO ORDER

R.: 22.784 **MOVED BY: Sylvie Maheux**
SECONDED BY: Carole Gosselin

It was resolved that the minutes of the **April 22, 2021** General Assembly be accepted.

CARRIED UNANIMOUSLY

The President, Steeven Roy, reads his report.

The French National Vice-President, Daniel Maheux, reads the report of the National President, Mrs Brenda McAuley.

R.: 22.785 **MOVED BY: Julie Béland**
SECONDED BY: Chantal Nault

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

R.: 22.786 **MOVED BY: Émilie Thompson**
SECONDED BY: Isabelle Demers

It was resolved that the budget for the year **2023** be accepted.

CARRIED UNANIMOUSLY

R.: 22.787 **MOVED BY: Chantal Sénéchal**
SECONDED BY: Monique Robert

It was resolved that the financial report for the Quebec Branch for the year ending on **December 31, 2021** be accepted after reading.

R.: 22.788 **CARRIED UNANIMOUSLY**
MOVED BY: Hélène Lapierre
SECONDED BY: Manon Demers

It was resolved that the monthly fees for the executive committee be \$425.00 for the president and the vice-president, and \$400.00 for the directors as well as the secretary.

CARRIED UNANIMOUSLY

R.: 22.789 **MOVED BY: Lynda Tremblay**
SECONDED BY: Chantal Nault

It was resolved that the General Assembly be terminated at **10:45 AM**.

CARRIED UNANIMOUSLY

STEEVEN ROY
PRESIDENT
ON: _____

ODETTE DESGAGNÉS
SECRETARY
ON: May 13, 2022

In Memoriam

France Lacoursière

St-Tite, QC

March 5, 2022



Lynda Caron

Pointe-à-la-Croix, QC

24 juin 2021

Theft?

Whether it is for leaving early from work because you did not take our break, arriving late, shipping or returning a personal parcel with no charges, taking an Xpresspost label for personal use, **Canada Post considers all these actions as theft.**

Unfortunately, not too long ago, a member has been dismissed for one of these reasons.

Do not risk your job for a few minutes or a few dollars. It is very difficult for us to defend you in these situations.

What is a work option?

This option allows you to modify your regular work schedule by taking away one day of work every week or every two weeks.

However, the work option is a managerial right. It means that it is the employer who decides to give or not give this privilege, according to operational needs (to have someone for the replacement).

To summarize, there is nothing in the collective agreement on this subject, so the CPAA has no authority if Canada Post denies your work option request.

On December 31, 2023, the collective agreement will have to be negotiated

Each member has the right to submit his desires or needs that we call “demands”.

All the demands are examined by the negotiating committee in preparation for the negotiations.

To request a modification to the collective agreement, you have to submit a form.

It must clearly indicate the article and the modification you want to see. It will be possible to submit your requests before July 1, 2023.

The form is on the site: www.acmpaquebec.com

**** 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

Guylaine Myre

1201, ch. Elie-Auclair

St-Polycarpe, QC. J0P1X0

Tel. : 450-265-3951

g.myre.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.

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 ComPAAAnion newsletter three times yearly.