

Canadian Postmasters  
and  
Assistants Association



l'Association canadienne  
des maîtres  
de poste et adjoints

The ComPAAAnion

Quebec branch  
No 78

WINTER 2021

*Best wishes to all of you  
We wish everyone  
1 year of prosperity  
52 weeks of health  
12 months of gentleness  
365 days of splendour  
A year of happiness!  
Happy New Year to all of you!*

*Steeven, Chantal, Odette,  
Guylaine and Marie-Ève.*

Poste-publication 40007758

Dear members,

To no one's surprise, I will talk to you about the new controversial policy from our employer, that is the mandatory vaccination. It is a very sensitive subject... Most adapt well to the policy, but for others it is more difficult... Certain people do not receive the answers they are looking for. We must respect the opinions of others.

You must know that a « policy » does not arise under the collective agreement and that it is not something that we can unfortunately « negotiate ». Canada Post has the last word. The employer reminds us that, at hiring, each employee agrees to comply with corporate policies. Some are added, some are modified or deleted.

We also know that some members are pretending that the « union is doing nothing ». Please remember that we take action to the extent **that is legally permitted** and that everything is under study. We do not have a magic wand to tell certain people what they want to hear.

If you notice, the situation is the same for all employees of Canada and all their unions taken together. (CPAA/CUPW/APOC, etc.) and it is not the provincial union branches who can decide to do this or that, because everything happens at the National level for the whole of Canada.

We even receive offensive emails and calls, which is unacceptable. Your officers are all employees of Canada Post just like you and they do their best to do their job properly in this crisis situation of Covid and mandatory vaccination.

If you have not already done so, I would encourage you to read the legal opinion of our national lawyer, who has been with the CPAA for close to 40 years, on our Web site: [www.acmpaquebec.com](http://www.acmpaquebec.com). He talks about the possible options and their related difficulties from a legal standpoint. Do not forget that we give you all the updates, no matter the subject, including those about the mandatory vaccination policy.

As I write this, the CPAA is the first union at Canada Post to file a national grievance (NA-21-004) for postponing the implementation date of the policy, as well as the refusal to allow rapid testing before putting the employees on leave without pay.

Lastly, I wish to inform you that your officers no longer receive your emails coming from the new RPOS. With the RPS we could receive it, but we could not answer. Now with the new system, the only email addresses that are allowed seem to be the ones from Post Canada. I therefore ask you to use your personal e-mail account if you must write to us.

Let's stay positive to get to the end of this pandemic.

Steeven

## TRUE STORY

### **A Fable from Lafontaine**

Once upon a time, there was a certain Mrs Lafontaine who sorted letters and parcels with her friends. They all worked in harmony....

All of a sudden, while moving a trolley of packages, she scraped her arm leaving her with a small cut.

No need to dwell too long on such a small cut, gasped Mrs Lafontaine and her friends, it is just a small scratch! They laughed and forgot about the story...

Mrs Lafontaine, who hadn't filled out a minor injury report, was really caught off-guard when 3 weeks later, while at home, the infection came.

Now grown into flesh-eating bacteria, the CNESST needs to be convinced that the deterioration comes from the small cut from 3 weeks ago at work. It will be a very difficult task!

The moral of this story: You should not be afraid to fill a minor injury report to avoid being caught short, if the incident deteriorates...

### **Break during an acting assignment**

Sylvie, PT 20 hours, backfills for a postmaster who has been on sick leave for 3 months for an indefinite period. Her zone manager who is "in trouble" asks her to lend a hand and replace for 1 day in a neighbouring office. Sylvie, who is always helpful, resilient and friendly for her manager says yes.

Unfortunately, Sylvie, inadvertently, creates a "break" in her replacement and will have to work 20 consecutive shifts again to regain the benefits attributable to the position (article 40.07).

Furthermore, Sylvie was scheduled for surgery the week after and in convalescence for 1 month at home. Having lost her benefits, she will recover at home on her normal schedule of 20 hours a week, instead of 40 hours a week.

Since problems never occur alone, Sylvie also lost her long term replacement because she is considered as "having abandoned her post", which is claimed by Sylvie's replacement.

All of this for 1 day and to lend a hand to the zone manager.



## 30 minute break related to the Canada Labour Code

You are a group Postmaster and you now have a 30 minute break between your 2 work shifts?

Even though some of you might be tempted, we strongly recommend that you lock the door to the customers during that period.

If anything happens to you, an accident or even an armed robbery during that break, it will be very hard to justify yourself before Canada Post or the CNESST, because the office should normally have been locked. In the event of theft, you would surely be held responsible for reimbursing the losses to the employer.

Think about it!

## To fill out an acting assignment form correctly

Here is what you must know before sending your form:

In the section: **do you need training?** You must think about the tasks **that you will have to perform** during the replacement.

That is, **ALL** the tasks of the postmaster.

Administrative duties:

For example:

- If the postmaster is responsible for the building and a pipe leaks, the postmaster or his replacement is responsible for getting it fixed.
- Do the inspection for a rural route;
- Do an enumeration;
- Financial operations: cash accounting, end of day procedures;
- Make a bank deposit;
- Preparing payroll;

Mail operation:

- Open or close a postal box;
- **respond** to customer complaints
- Sales and merchandising

If you are uncertain, ask your zone manager for some training.

It is very disappointing for a postmaster, upon his return, to realize that the tasks have not all been executed, yet the wages that come with the responsibilities have been paid.

Provisional Assignment Application – CPAA  
\*\*For indeterminate employees\*\*

Name of your Area Coordinator: \_\_\_\_\_

**\*\*Continuous Employment Date (Access HR Info 1 877 807-9090)\*\***

I would like to express my interest in taking a provisional assignment:

☐ In any office within 50 km of my original office (see 50 km list).

☐ In the following offices:

Please enter office names (see 50 km list)

Names of preferred offices:	Names of preferred offices:	Names of preferred offices:	Names of preferred offices:
1-	4-	7-	10-
2-	5-	8-	11-
3-	6-	9-	12-

**For your application to be considered, you must provide the following information in full:**

Last name: \_\_\_\_\_ First name: Office \_\_\_\_\_

I.D.: \_\_\_\_\_ phone: \_\_\_\_\_

Workplace: \_\_\_\_\_ Home phone: Other \_\_\_\_\_

Level of current position: \_\_\_\_\_ phone: \_\_\_\_\_

**You work:** Full-time ☐ Part-time ☐

**Qualifications:**

☐ Do you need training? Yes ☐ / No ☐

☐ If yes, please explain why: \_\_\_\_\_

☐ Have you passed a language test administered by Canada Post? Yes ☐ / No ☐

☐ If you wish to work in a bilingual office, you must possess the required language proficiency. Do you wish to take a language test in order to be authorized to work in a bilingual office? Yes ☐ / No ☐

**IMPORTANT:** If your position, level or status changes, you must notify your 50 km Coordinator and submit a new provisional assignment application by completing this form.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

## **Pre-Retirement Leave**

### Clarification

To be eligible for pre-retirement leave, you must have a schedule with more than 15 hours per week; and/or be a postmaster with a level 3 or any higher level;

You have to be fifty (50) years of age and have completed twenty (20) years of continuous employment, or be sixty (60) years of age and have completed five (5) years of continuous employment; You have to be employees hired **before** August 15, 2016.

Level 1 part-time employees and level 1 and 2 postmasters are not eligible, as well as employees hired after August 15, 2016.

At what moment do I qualify for the 5 years of continuous service?

To how many weeks of pre-retirement leave am I entitled?

For example:

Today, Graziella turns 60; she wants to take a week of pre-retirement leave and leave on December 31, 2021. She was hired in 2013 at the age of 57.

The calculation is 57 years + 5 years of continuous service = 62 years. She will be allowed to take only three (3) weeks of pre-retirement leave. WHY?

65 years is the age of retirement – 62 years (the year she qualifies for the 5 year criteria) = 3 weeks of pre-retirement leave.

Note that the leave must be taken in blocks of one week and that they must not include a holiday during the chosen week.

## **Telephone for group offices, space rented by the postmaster**

Canada Post offers \$80.00 per month for a telephone line in group offices rented by the postmaster.

Yes, each new selected postmaster must ask for it by writing (email) from his manager. The CPC does not notify the new postmasters about the allowances that are available to them.

We strongly suggest to the postmasters in group offices to put the section in c.c. The date on which the application is made to the manager becomes the date when the allowance is implemented. The allowance is given to the post office, but it is implemented only after the postmaster has asked for it.

The following situation should not happen:

An employee is asked for the replacement of a postmaster for her vacation. The employee does not have access to a telephone in the workplace. The employee should at no time use her personal phone to make calls for situations related to her work at Canada Post.

Please note that this allowance is not covered in the collective agreement.

# INSURANCE PLAN ARTICLE 34

EHCP			VISION/HEARING			DENTAL		
PLAN 51391			PLAN 51392			PLAN 51057		
OPTIONAL PLAN			MANDATORY PLAN			MANDATORY PLAN		
NO MINIMUM HOURS REQUIRED			MINIMUM HOURS REQUIRED			MINIMUM HOURS REQUIRED		
REG. / PT	TIME WORKED/T ERM> 6 months	MIN. HRS	REG. / PT	TIME WORKED/T ERM> 6 months	MIN. HRS	REG. / PT	TIME WORKED/T ERM> 6 months	MIN. HRS
Y	N	N/A	Y	N	15	Y	N	15
			Postmasters level 2 and above. Level 1 employees who as of March 31, 1997, were entitled continue to be entitled for as long as they are			Postmasters level 2 and above. Level 1 employees who as of March 31, 1997, were entitled continue to be entitled for as long as they are		
<b>Protection begins:</b> upon receipt of the EHCP protection request form through Access HR.			<b>Protection begins:</b> on the first day that the employee is appointed to the eligible position.			<b>Protection begins:</b> on the first day of the active return to work after a six month waiting period.		
<b>End of protection:</b> last day of work.			<b>End of protection:</b> last day of work.			<b>End of protection:</b> last day of work.		
<b>Deductible:</b> N/A			<b>Deductible:</b> N/A			<b>Annual deductible:</b> \$50For each covered person / \$80 family coverage		
<b>Shares of the premium:</b> the employee pays 5% of the contribution. Canada Post pays 95%			<b>Share of the premium:</b> Canada Post pays 100% of the contribution.			<b>Shares of the premium:</b> the employee pays 5% of the contribution. Canada Post pays 95%		
<b>Dependants:</b> mandatory Form			<b>Dependants:</b> mandatory Form			<b>Dependants:</b> mandatory Form		
Coverage for retired employees: see Article 34.05 for post-retirement health care benefits. <u>At the age of 65, you are automatically registered to the public drug insurance plan without needing to apply, whether you are retired or not. You may decide to be insured by: • a private plan which offers basic coverage equivalent to the one offered by the public plan; the public plan (basic coverage, first payer) and a private plan which offers supplementary coverage (second payer); you must notify the RAMQ and out private plan before you turn 65.</u> Subject to the other provisions of this Clause, a retiree who has fifteen (15) years or more of continuous employment on the date of retirement shall be covered by the EHCP if she elects to receive these benefits within sixty (60) calendar days of the retirement or the date on which she starts to receive a deferred pension.			<b>Exception for the CPAA:</b> level 1 employees who as of March 31, 1997, were entitled to the dental plan shall continue to be so entitled for as long as they are incumbent in the position (34.03 b). All level 2 office postmasters are eligible regardless of the hours worked.			<b>Exception for theCPAA:</b> level 1 employees who as of March 31, 1997, were entitled to the dental plan shall continue to be so entitled for as long as they are incumbent in the position (34.03 b). All level 2 office postmasters are eligible regardless of the hours worked.		

INSURANCE PLAN ARTICLE 34											
STDP			DISABILITY INSURANCE			BASIC LIFE INSURANCE PLAN			DEATH BENEFIT PAID BY THE CPC		
CANADA-LIFE/MORNEAU SHEPELL			CANADA-LIFE 177069			CANADA-LIFE 177070			CANADA-LIFE PLAN 177094		
MANDATORY PLAN			MANDATORY PLAN			MANDATORY PLAN			MANDATORY PLAN		
						MINIMUM HOURS REQUIRED			MINIMUM HOURS REQUIRED		
REG. / PT	TIME WORKED / TERM > 6 months	MIN. HRS	REG. / PT	TIME WORKED / TERM > 6 months	MIN. HRS WEEKLY	REG. / PT	TIME WORKED / TERM > 6 months	MIN. HRS	REG. / PT	TIME WORKED / TERM > 6 months	MIN. HRS
Y	Y	N/A	Y	Y	13,3	Y	Y	N/A	Y	Y	N/A
<b>Protection begins:</b> all indeterminate employees on their hire date. The term employees with continuous service have a an assignment of more than 6 months with a minimum of 40 hours of work per month.			Protection begins: for all employees at the end of the STDP. Is offered to all employees subject to eligibility requirements.								
<b>End of protection:</b> Up to 30 weeks of income replacement benefits 70% + top-up credit. The term employees stop receiving STDP benefits at the end of their assignment unless they are scheduled to begin another assignment (of greater than six (6) months and forty (40) hours per month) within seven (7) days of the conclusion of the previous assignment.			<b>End of protection:</b> You will continue to receive plan benefits each month, for as long as you remain totally disabled, but no later than your 65th birthday.			<b>End of protection:</b> last day of work.			<b>End of protection:</b> on the date of termination, unless you receive immediate pension benefits with the option to reduce or stop participation.		
<b>Deductible:</b> N/A			<b>Deductible:</b> N/A			<b>Deductible:</b> N/A			<b>Deductible:</b> N/A		
<b>Share of the premium:</b> Canada Post pays 100% of the contribution.			<b>Share of the premium:</b> The employee and Canada Post each pay 50% of the contribution.			<b>Biweekly premium:</b> the employee pays \$0.16 per \$1,000 of coverage and Canada Post pays \$0.04. Coverage equal to twice the annual salary.			Death benefits paid by Canada Post. Canada Post pays 100% of the costs of the plan.		
<b>Dependant:</b> N/A			<b>Dependant:</b> N/A			<b>Dependant:</b> N/A			<b>Dependant:</b> N/A		
			<b>Deducted from the benefits:</b> CNESST, CPP, automobile insurance and any other revenue.						<b>Commencing at age 65:</b> \$10,000 coverage will revert to death benefits paid by the CPC. This benefit is retained for life at no cost.		
			<b>Benefit:</b> taxable.								

## EXTRA HOURS

According to article 20.13, “extra hours” means any hours available to be worked **in excess** of an employee’s regular schedule.

If you are an assistant for 8 hours a week and that you are offered to work extra hours: **You must stick to your regular schedule before you work those extra hours offered.**

### ATTENTION:

The employee must not make more than 2 entries per day, less than 5 consecutive hours and must not exceed the time frame of 10 hours.

Here are 2 examples:

### SCHEDULE 1

**Postmaster**, Monday to Friday from 8:15 to 12:00 and from 13:00 to 17:15.

**Part-time**, Monday to Friday from 9:00 to 13:15 and from 15:30 to 18:15.

The postmaster takes an afternoon off for personal leave; can the postmaster offer extra hours to the part-time employee?

**NO**, because the part-time employee must be responsible for all the hours of the postmaster. So, we will offer from 13:00 to 17:15 to the office casual worker.



Timeline																		
Time	6	7	8	9	10	11	12	13	14	15	16	17	18					
Post master																		
Leave ask																		
Part-time																		
Occasional																		

### SCHEDULE 2

**Postmaster**, Thursday schedule: from 8:00 to 11:30 and from 12:30 to 17:30.

**Part-time 1**, Thursday schedule: from 8:45 to 12:30 and from 15:30 to 18:45.

**Part-time 2**, Thursday schedule: from 7:45 to 10:15.

The part-time employee 1 takes the day off; the extra-hours will be distributed as follows:

The postmaster will offer the hours to the part-time employee 2 from 10:15 to 12:30 and from 15:30 to 17:45.

Part-time employee 2 will work: from 7:45 to 10:15 at her position;

from 10:15 to 12:30 on PT1’s position;

from 15:30 to 17:45 PM on PT1’s position;



Timeline														
Time	6	7	8	9	10	11	12	13	14	15	16	17	18	
Postmaster														
Part-time														
Leave ask														
Part-time														
Occasional														

That will be two physical entries (art. 20.70b), because there will be no break; it follows 10:15. Since her schedule spans from 7:45 to 17:45, the 10 hour period will be respected as indicated in article 20.07b. Her daily schedule will not exceed 8 hours, because its total will be 7 hours. The remaining hours will be offered to the office casual worker, from 8:45 to 10:15 and from 17:45 to 18:45.

## Canada Post Credit Margin



It is forbidden, for any reason, to use Can  
ada Post as a credit margin!

True story:

Tuesday morning, Mrs Inabind has a little car problem on her way to work at the office.

She makes it to work anyhow, and she calls her mechanics for an appointment in the evening. Mrs Inabind takes the money for her car repairs in the office deposit, thinking that she will return the money on Thursday when pay day comes.

However, by a strange coincidence, a financial audit takes place on the Wednesday at her office and Canada Post discovers that there is money missing!

Canada Post holds a meeting with Mrs Inabind under a 24 hour notice and proves that she has “borrowed” the money for her car repairs from the deposit.

She was fired!

You can never take money that belongs to Canada Post!

It is theft and you can lose your job!

## Correspondence

Many of you complain that they receive two copies of the ComPAAnion Journal.

Corrections will be made. If you are appointed to a position in a short delay in relation to the updates, this will have an impact for the reception of more than one journal. Please take note that we are not immune to computer problems. We do our very best to correct this situation.

*Can we find any words to say 5 years already?*

*Humbly, are the words just?*

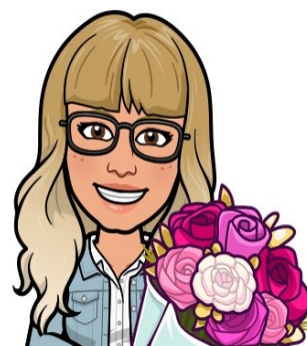
*Are they for the one who longs to hear them*

*Now, we can make them rime together*

*Tenderly, these words become music*

*And wish to express*

*Laudable congratulations to you for your 5 years at CPAA!*



Allaire, Andrée – Mancebourg

Boulanger, Line – St-Pierre D'Orléans

Bourgeois, Berthe – Moisie

Cyr, Simone – Cap aux Meules

Couture, Lucie - Courcelles

D'Amour, Lise- St-Zotique

Demers, Nathalie – Cheneville

Dessureault, Yves – St-Cuthbert

Dubé, Christiane - Dégelis

Fortier, Daisy - Waterville

Frigon, Joanne – Landrienne

Garrett, Edward – Cascapedia Saint-Jules

Fournier, Daniel – Pintendre

Hamel-Cyr, Hélène - Lacorne

Henri, Solange – Black Lake

Hurtubise, Lucie – St-Sauveur des Monts

Irving, Wendy - Cookshire

Joncas, Christiane – Grande Rivière Ouest

Labelle, Lucette – Bearn

Labonté, Marie-Josée – St-Nicolas

Langlois, Johanne – La Plaine

Laroche, Marie – St-Felix De Kingsey

Lavallée, Monique – St-Étienne Des Gres

Lavallée-Girard, Line - Cheneville

Massicotte, Louise – St- Tite

Mc Donald, France – St Samuel de Horton

Marquina, Michel – Rimouski (Le Bic)

Montminy, Lise - Standon

Nadeau, Caroline – Deschaillons

Nadeau, Johanne – St-Antoine De Tilly

Paquette- Dion, Francine – Stanbridge East

Pelletier, Hélène- Prévost

Perron, Sylvie – St-Alban

Robitaille-Corbeil, Nicole – St-Ignace de Stanbridge

Simms, Murielle – Ste- Marguerite de Dorchester

Thériault, Michelle – St-Eusebe

Tremblay, Claire – Portneuf- Sur-Mer

Tremblay, Élise – St-Étienne de Bolton

You are retired: 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.



### **Retirement for two employees of the St-Augustin-Saguenay office.**

Postmaster, Monford Driscoll and part-time employee Sally-Ann Driscoll have respectively retired after 48 and 47 years of employment for Canada Post.

May 28 was their last day in the office. All day, customers poured in to give them gifts and to wish them best wishes for a well-deserved retirement.

All the students and the teachers came in the morning to thank them and to give them presents.

The St-Augustin-Saguenay post office is part of the Sept-Îles zone (not to be confused with St-Augustin in Lac St-Jean). It offers its services to the village of St-Augustin and the Pakuashipi Innu community.

Here is a funny and unusual fact: mail arrives by plane and is transported by hovercraft in the summer, by snowmobile in the winter, and by helicopter between the two seasons.





**\*\* 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**

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**NOTICE**

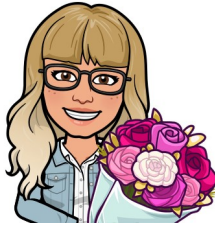
**If you move, please send us your new contact information by email at:**

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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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**[www.acmpaquebec.com](http://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**

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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 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.