

Canadian Postmasters
and
Assistants Association



l'Association canadienne
des maîtres
de poste et adjoints

Quebec branch

www.acmpaquebec.com

Your information website!

CONVENTION OF VANCOUVER 2023



**The ComPAAion
Autumn 2023**

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

To :



Word from the President

Summer is already behind us and I hope you took some time to recharge your batteries.

On our side, we witnessed a form of respite at different levels, for example: the conflicts between employees and on different questions and problems with the employer. The holidays for a lot of people explain the situation.

I also observed that many of you postponed their holidays because of a lack of employees in our offices. Do not forget that your holidays signed on the calendar are guaranteed no matter what your zone manager says. (Except in December)

We know that the members take pride in their work and that they want to make sure the clients are served properly, but it is Canada Post's responsibility to make sure there is a sufficient number of employees; article 12.09 of the convention states it clearly. Think about it before postponing your holidays to allegedly help the customers and Canada Post. The employer will have an easy solution and your decision will not push him to make all the necessary efforts in order to compensate for absences.

Now it is back to normal as fall announces an upsurge of work for all of us in our offices. The approach of the "Peak Season" will again be also very busy. Please know that Canada Post will increase opening hours in certain offices like in recent years. This will give more hours to certain employees who wish to do them. Know that Canada Post must allow extra hours and not modify your schedule.

Currently, our National Committee is analyzing your requests for a change to the Collective agreement that comes to an end next December 31. The negotiations with the employer will begin soon. We hope that the committee will be successful in maintaining our assets and will be able to gain new benefits. My wish, like everyone's, is a salary increase and the abolition of the notorious annex AA which strongly limits the hiring of new casual employees.

Do not hesitate to communicate with your officers if you have questions and consult our Web site at www.acmpaquebec.com which is loaded with information. You will also find all the forms you might need.

In conclusion, I invite you to the virtual evening meeting of information on Teams that will be held for you on November 22. You will be able to ask your questions and stay informed on all that concerns our jobs. You will find all the information about that meeting later in this journal.

Sincerely,

Steeven



MESSAGES TO OUR CASUAL EMPLOYEES...

Dear casual employees, please know that you have rights and that you have different tools to improve your situation and grow professionally at Canada Post.

* You work on a team (postmaster and casual). Who says team, says **RESPECT and GENTLENESS** toward others. Even though this seems obvious, in reality, it is not always the case.

* If you work in the office, it is because a security assessment has been done and has been favorable for you. That is why, know that **you have access to the information**. Nothing must be hidden to anyone. You are allowed to open emails; you are allowed to verify pays (time exception report) and you can open files/folders to find information that can be relevant for your work.

* Do not hesitate to **consult the resources** at hand: CIBP, training, SMS... Take some time and insist on reading the information messages; they are necessary to accomplish your work.

* If you have an interest to progress at Canada Post, there is a form called **FORMULAIRE D'INTÉRÊTS POUR OCCASIONNEL** (see Web site at www.acmpaquebec.com). Complete the form and send it HR.

Before arriving at an undesirable situation or just to get information, do not hesitate to communicate with your zone manager or your union.



Reminder concerning the assets of Canada Post

The assets of Canada Post do not belong to us; we will never say it enough; you can never use the assets or the funds for personal use or bring them home.

Here are some examples of assets that belong to the CPC:

- cash \$
- stationery articles (packages of paper, pens, Scotch tape, Post-it, etc.)
- letter holders
- using Canada Post envelopes for internal mail with or without a label Xpresspost

For example, an employee has used deposited funds for a repair to his car and told herself: “I will put the money back when I get paid.”

But during that period, the LZM came to make an inspection and the system “popped” in Ottawa, because the deposit had not been made. The employee was unfortunately fired and we can do nothing for members in that situation. Canada Post cannot be used as a bank or a credit margin.

All these assets belong to Canada Post. There is a risk of disciplinary measures that could lead to termination of your employment if the procedures are not respected. The employer is very strict on that matter, because it is theft. (Theft of assets or theft of time...)

Deposits must be made when asked by the retail outlet and deposited at the banking institution the next day. For offices that forward the deposit to another post office, follow the procedure of the SMS 1710.02.



The importance of completing the minor injury report

I get hurt at work, by handling a parcel for example and I feel a little bit of pain. I think it is going to go away once I go and relax at home tonight.

If your condition worsens and that you have to go and consult a physician, you will need accurate documents to complete your file. It is the LZM who has to send them to you **before** your medical consultation. So, you do not have a choice to inform the local zone manager. The form must be completed as soon as possible after the incident. If you wait and go see the physician later, you run a great risk of being denied and having to pay out large sums of money.

Even if I do not get hurt seriously, I fill out the minor injury report.

THE REALITY OF PEAK SEASON

Constance, PM, and Beatrice, PT, are ready for the famous “Peak Season” and they know the upcoming schedules, because they are posted in an appropriate place (Art. 20.03 c). The floor and the shelves are organized to receive hundreds of parcels, keeping in mind all the while that security is the number one issue.

Even well prepared, the notorious “Black Friday” hits like a train. Beatrice is really busy in front at the counter, which gives less time to help Constance. The latter would like to jump her morning break to give her 10 minutes more to sort parcels. Hummmm, bad idea! Beatrice has just reminded her that she is available for extra hours if needed. Work is always intense from one week to another. Constance would like to bring her readings and pays home at night, but a small voice tells her NO! Beatrice would like to work a few hours more!

The following week, Constance’s work begins to fatigue her and work keeps piling up. She decides to take a step back to assess the situation and manage priorities. The task is big, but she continues to take her breaks in the morning and the afternoon. She encourages Beatrice to do the same.

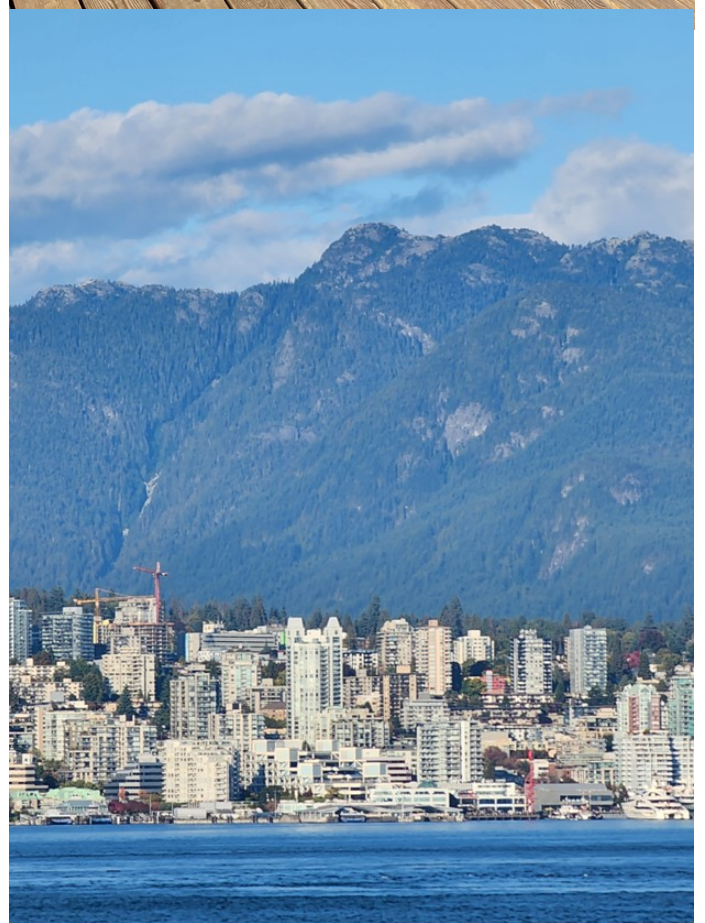
But then it is too much. After three days of emergency management, she is able to make a list to her LZM of the work that is behind to ask her for extra hours. She decides to add two extra hours to Beatrice’s schedule - note :
Make sure of the number of hours of the employee does not exceed 8 hours daily, on a time slot of a maximum of 10 hours and 40 hours a week (20.13 c), moreover, especially if the employee works in two different offices.

The weekend is coming, but exceptionally there is a delivery Sunday. She must **peremptorily** ask Beatrice if she wants to work, because she does work 40 hours, and **because it is a Sunday, it will be three hours minimum.**

If you work more hours, do not take breaks or bring work at home (something we don’t want at all), during PEAK SEASON and that you do not ask for extra hours, it would be very unlikely that you will be allowed to have any during the year if you need some... Think about it!



QUADRENNIAL CONVENTION IN VANCOUVER IN PHOTOS!





To live an experience.
Create links.
Visit new places.
Participate, by representing the members of our large branch, in decisions concerning our union.
(Possibility of returning with covid !!)



Group office:

Annual supplemental allowance for rent / Request for review of leasing allowance

For postmasters of group offices who supply the premises, there is a possibility for you to increase your monthly allowance if the expenses justify it. Do not confuse this with the annual supplemental allowance for rent that you normally receive in the month of August each year. Those are two different things.

Annual additional compensation for rent: Collective agreement: Appendix H, letter of understanding page 132
You will receive a letter by April of each year (declaration of supplemental allowance) that you must fill out and return before June 30. This to receive \$700 in the month of August to compensate for telephone and insurance of the previous year. Very important: you must keep a proof of expedition.

Request for review of leasing allowance: Collective agreement: leasing allowance: appendix I, page 137.

If the total of your monthly expenses for the premises exceeds the amount of your allowance, you can ask for a review. Canada Post and our National Committee will meet to discuss the issue. You must fill out the form on our Web site: www.acmpaquebec.com under the « Formulaire » tab and select « Demande de révision d'allocation de loyer ».

You must follow the procedure, fill out the form and provide all the supporting documents requested.

The result may vary from one request to another and no amount is guaranteed, nor the totality of the shortfall.





If you don't know where this image comes from, it is high time to find out!

Your section has put on line an Internet site for reference: www.acmpaquebec.com, you will find the latest news, the collective agreement, forms, information on health and well-being, retirement, latest editions of the ComPAAAnion Journal and other information that is relevant to us.

You can also find all the contact information for your officers.

The site is for you, please consult it!



Virtual fall meeting!

Our fall meeting on the Teams platform will be held on **November 22, 2023, from 7 to 9 PM.**

You must register with our secretary-treasurer, Angèle Sénéchal, by email at asenechal.acmpa@gmail.com, no later than November 21, 2023, at 1 PM.

No other registration will be accepted after that date.

When you register, it will be time to send us a quick question that is current, that creates some confusion among your peers or that concerns a lot of people. Leave out personal situations and make sure your demand is clear. The questions that will be addressed during our meeting will be those received before November 15. You will receive your invitation email with the participation link on November 21 late in the afternoon.

We ask you to **CLOSE** your microphone at all times, except if we give you permission to speak.

Finally, be aware of what we can see on your screen!

We will be happy to meet you virtually for a briefing session, some time to exchange and a period of questions.

Work offer for the scheduled holidays in the annual calendar

When you sign the calendar for your annual holidays and that you post it in your office, you must understand that this action is not an offer made to the part-time employees of the office; you must ask the employees verbally in the following order of priority: the employees who works the largest number of regular hours per week and ending with the employee who works the least hours. When two employees work the same number of hours, you have to offer it to the employee who has the longest continuous employment in the office. If nobody accepts the offer, you must call the coordinator for the 50 kilometers. She will make the replacement offer and you can call her up to three weeks before the beginning of the offer. If nobody accepts the 50 km offer, you will then have to proceed with the list of casual employees in your office. Finally, if you don't find anyone at this step, communicate with your zone leader to put in place "another mean." Be creative, find solutions, avoid the closing of an office!



REMINDER TO COMMUNICATE WITH YOUR OFFICERS

We want to make sure we receive your communications, that is why we are asking you to send emails from your PERSONAL computers, cell phones or tablets and not from the retail outlet. The reason is very simple. If you use Canada Post's material, the system blocks the address of your officer, **BUT DOES NOT TELL YOU**. We therefore cannot receive your demands and follow up on what you were asking from us.



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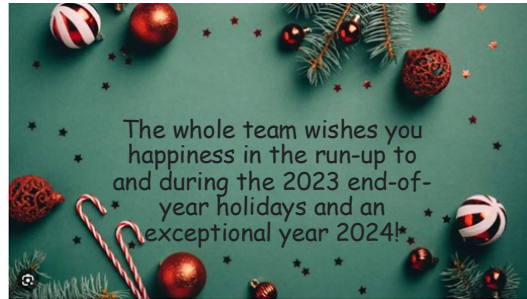
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NOTICE

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

Here is my list of useful telephones for Canada Post:

My LZM	My LZA
Name	Name
# phone	# phone
FSD	50 km coordinator
Name	Name
# phone	# phone
Trainer	Office nearby
Name	Name
# phone	# phone
Owner of the premises	Housekeeping
Name	Name
# phone	# phone
Snow removal	Grounds maintenance
Name	Name
# phone	# phone
Planning officer (418)	Building manager
Name	Name
# phone	# phone
<u>Contacts for employees</u>	<u>Customer Contacts</u>
RPS Troubleshooting Services	1 800 267-1592
SAP Troubleshooting Services	1 877 411-8585
Control Center	1 800 361-8744
Security and Investigation	1 855 229-6025
Human resources	1 877 807-9090
Assistance program for the employee and her family	1 800 565-4900
Canada Life	macanadavieautravil.com
Canada Post Pension Plan	1 877 480-9220
Community mailbox	sdlmtl1@postescanada.ca
Mail forwarding service	1 613 734-2615
Neighborhood mail	1 833 677-2433
FSD work voucher	1 855 223-2121
PDT	1 866 869-8339
Unicorp	1 800 265-1314
Confirm a course	1 855 833-8809
MGM Safe	1 866 816-4558
Money Order Services	1 800 563-0444
Money gram for agency	1 877 716-6940

