

The ComPAAAnion

No 67

AUGUST 2017



Convention 2017



**Hôtel Universel
Rivière-du-Loup**

The ComPAAAnion is published three times a year by the Canadian Postmasters and Assistants Association, Québec Branch (March, August and December)

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Hello to all my CPAA colleagues and friends,

This time I'll start at the end for a change of pace. First, I want to thank the great team I have the pleasure of working with. It would certainly not be as smooth sailing without their collaboration. And without in any way minimizing the contribution of all, I want to convey a special thanks to the colleague I have nicknamed "my right arm", but who often acts as my left arm as well - my Vice President Chantal Nault. I am confident, however, that my entire team will continue to perform their work with their usual standards of excellence and professionalism.

I get a lot of calls about hours reductions in our post offices and we can only answer that the employer has been categorical - all vacancies will be studied without exception. I have to admit that it is very frustrating, because we are given little or no leeway. We try all possible tactics, but almost all our requests are continually refused. Since the beginning of 2017, there have been consultations on 36 offices, including two offices where we have been successful. It's very little, I admit, but the employer is voracious. There are things that you can do on your side as well when you see that you have a vacancy. Involve the population, the town hall, the federal MP, community associations, and even companies whose workers cannot come outside the normal opening hours for your post office. But be careful not to conduct these actions directly from your office.

We filed 3 grievances in 2017: 1 was accepted and settled, 1 is pending settlement because it's paired with a national grievance and, in the case of the 3rd, we are awaiting the employer's response.

I attended the triennial convention of the CLC (Canadian Labour Council), which brings together all Canadian unions from across the country, and I can assure you that the labour movement will not be shut down tomorrow morning. I met with passionate people who are there for a common goal: to achieve social justice by ensuring that the rights of workers are respected by the employers all unionized employees. The CLC is also involved at the international level. It presents resolutions to our government to make its voice heard when there are great injustices in the world that need to be denounced loud and clear.

The next round of negotiations for our collective agreement is already on the horizon, with the agreement ending on December 31, 2018. We can get ready to put our demands in writing for submission to the negotiating team. As you already know, the National President has appointed me to the team along with National francophone VP Daniel Maheux, and, Dwayne Jones VP, Connie Colloway, President Ontario Branch, and Sean McGee and Alison McEwen, members of our legal team.

Finally, for western Quebec, the employer put meetings with postmasters back on the agenda and invited us to join them. I can tell you that all the people I talked to were happy with this result. Management for this part of Quebec made it clear to us that they were no office closures being considered, which is good for us. It also said that it is the people who work in the post offices that make the difference in the business. You heard me right: **we make a difference!**

One sincere wish I have during for my term is that I never again hear one of my members tell me that the superintendent forbid him or her to call us. It's inconceivable that in 2017, we should be exposed to this kind of attitude. NO ONE on the management side has the right to forbid you to communicate

with your union officers. This is your **FUNDAMENTAL RIGHT**. And the choice of officers who you wish to contact is yours and yours alone. There are five union officers and we are here for you.

We will soon be preparing for the fall tours, so if you have any topics you would like to talk about, we will be happy to do so. If possible, send us your questions in advance to ensure that we can respond appropriately.

At the last conference, you were asked to fill out a workshop survey. Most of you completed the survey. Thank you for this. We also observed that some comments were very negative. That's fine, because you are entitled to your opinion. However, we had repeatedly asked you for your suggestions, but received none. So if you do not agree with what is proposed, please, at least, go to the trouble of providing us with suggestions.

Yesterday I received an email from the national office giving us a summary of the visit by Brenda McAuley, our National President and Daniel Maheux, VP, Francophone to the officer of Minister Judy Foote. What I retained, above all, is that privatization is not an option for the federal government. People in the minister's office asked several questions about the closure of post offices and staffing difficulties. Brenda and Daniel explained the barriers to staffing competitions using other methods. In addition, they explained that employees working in group offices must provide the post office premises, even when their work hours are reduced.

Last but not least, national grievance NA-16-001, which we have won, is good news for postmasters. This grievance refers to Article 22.18. In this article, only part-time employees are mentioned, yet postmasters also do acting assignments in other offices. For these postmasters, there was no difference in the percentage of vacation pay between the hours of their position and the acting assignment hours. We will work to ensure that the collective agreement is amended accordingly.

Thank you again for your presence and remember that one of the objectives of coming together like this is to inform you, but also for the social side which gives us the chance to again see, talk and share our experiences and ideas with our colleagues.

Chantal Guillemette, President (but above all, a colleague).



NO ONE SHOULD FORGET THE WIND

**No one should forget the wind, when it begins to blow.
Extend yourself outward, feel the breeze on your face,
And note the wind's direction and strength.
raise your sails high, to head your boat toward your goals.
Then check and check again**

**Because the wind is constantly shifting.
We want to take a break, every time we make some progress.
You think everything is going well, and then something happens:
The children grow up, you retire, new neighbours arrive.
So like good sailors, we must continually adjust our sails.
And whether change is welcome, all we can do is adapt.
By clinging to the way things were, life can pass us by.
But by making peace with change,
We can grow and be transformed, beyond our wildest dreams.**

Minutes of the General Annual Meeting

The general meeting of the members of the Canadian Postmaster and Assistant Association, Quebec Branch, held at Hotel Universel in Rivière-du-Loup, on Sunday May 21, 2017 at 9:00 a.m..

The members of the executive present were: Vice-President: Chantal Nault, Directors: Odette Desgagnés, Chantal Coulombe, Secretary: Manon Demers and Chantal Guillemette who chaired the meeting.

More than **100** members were in attendance.

Annual General Meeting-Agenda :

- Prayer– minute of silence in memoriam ;
- Minutes of May 2016 Convention ;
- Report of the President of Quebec branch ;
- Report of the National President ;
- Report of the Finance Committee ;
- Forum

CALL TO ORDER

R. : 17.752

MOTIONED BY : Jocelyne Drouin
SECONDED BY : Isabelle Demers

Be it resolved that the minutes of the general meeting held on **may 2016** be approved.

BY UNANIMOUS CONSENT

The President, Chantal Guillemette, read her report.

R. : 17.753

MOTIONED BY : Chantal Ouellet Lévesque
SECONDED BY : Nicole R Corbeil

Be it resolved that the President's report be approved as presented.

BY UNANIMOUS CONSENT

The National secretary , Daniel Maheux, read the National President's report, Mme Brenda McAuley.

R. : 17.754

MOTIONED BY : Micheline Morin
SECONDED BY : Julie Béland

Be it resolved that the budget **2018** be approved.

BY UNANIMOUS CONSENT

R. : 17.755

MOTIONED BY : Bernadette Gagné

SECONDED BY : Chantal Sénéchal

Be it resolved that the financial report of the Quebec branch for **December 31 2016**, be approved ,after being read.

BY UNANIMOUS CONSENT

R. : 17.756

MOTIONED BY : Hélène Lapierre

SECONDED BY : Sylvie Maheux

Be it resolved that the fees for the executive be \$375.00 in the case of the President and Vice-president and \$350.00 in the case of the Directors, and secretary.

BY UNANIMOUS CONSENT

R. : 17.757

MOTIONED BY : Micheline Tremblay

SECONDED BY : Nathalie Ouellette

Be it resolved that the meeting be adjourned at **10H33**

BY UNANIMOUS CONSENT



WELCOM TO NEW MEMBERS

Larivière, Cindie	Bécancour, succ. Gentilly	Jomphe, Ariane	Havre St-Pierre
Desroches, France	St-Donat de Montcalm	Buttle, Ashley	Pointe-à-la-Croix
Babin, Steve	Caplan	Dumont, Joanne	Rawdon
Labrie, Guylaine	Villerooy	Wylie, Diana	Paspébiac
Sauvageau, Andrée Anne	Ste-Sophie des Laurentides	Larouche, Christiane	St-Rémi de Tingwick
Paquette, Jean-Marie	St-Luc	Rochon, Claudine	St-Calixte de Kilkenny
Arbique, Annie	Chelsea	Lacroix, Marie-Rachel	Lambton
Lapointe, Isabelle	Ste-Catherine de la J.C.	Edith, Deschênes	St-Damase de Matapédia
Jacqueline, Comtois	St-Gabriel de Brandon		



Congratulations to all our winners
for the prize of 100.00\$

Johanne St-Jacques
Ste-Christine

Lynda Lavoie Bertrand
St-Ubalde

Danielle Lamarre
L'Islet

Marie Pelletier
La Pocatière

Johanne Blais
St-Apollinaire

Bernadette Gagné
St-Ulric

France Lamontagne
Ste-Hénédine

Ginette Béliveau
Côteau-du-Lac

Tshekash Tshernish
Pessamit

Carole Noël
St-Pâcome

Winner of the package offered by the Hôtel Universel Rivière-du-Loup
Germaine Girouard
St-Pie



General
annual
Meeting



Special prize winner Mme Germaine Girouard
St-Pie



Certificates for years
services in CPAA

Chantal Guillemette
(10 years)

Odette Desgagnés
(15 years)





Quebec branch Fall's meeting 2017

Please find enclosed the agenda for the fall meetings and the list of places we will be visiting. Meetings will be held week-days in the evening starting at 7:30 p.m. You can simply refer to the enclosed list and the show up at the most convenient time and place

AGENDA:

1. Welcome
2. President's report
3. New convention modification's
4. Request for changes to the next collective agreement
5. Additional Times / Timeline
6. Compliance with work schedules
7. Next Convention 2018
8. Forum

C.P.A.A. Quebec branch
Manon Demers, secretary

2017 FALL MEETING				
DATE	LOCATION	ADRESSES	Hours	OFFICERS
September 6 2017 Wednesday	Cap-aux-Meules	Auberge Madeli 485, Chemin Principal	19:30	Chantal Coulombe
September 6 2017 Wednesday	Montebello	Auberge Montebello 676, Notre-Dame	19:30	Odette Desgagnés
September 7 2017 Thursday	Maniwaki	Hôtel Château Logue 12, Comeau	19:30	
September 6 2017 Wednesday	Amqui	Selectotel 340, boul. St-Benoit Ouest	19:30	Chantal Nault
September 7 2017 Thursday	Matane	Riotel Matane 250, Ave du phare Est	19:30	
September 19 2017 Tuesday	Carleton	Le Manoir Belle Plage 474, Boul. Perron	19:30	Chantal Nault
September 20 2017 Wednesday	Chandler	Motel Fraser 325, Qc-132, Pabos Mills(Chandler)	19:30	
September 21 2017 Thursday	Rivière-au-Renard	Auberge Motel Caribou 82, Boul. Renard ouest	19:30	

2017 FALL MEETING

DATE	LOCATION	ADRESSES	Hours	OFFICERS	
September 19 2017	St-Félicien	Hôtel du Jardin	19:30	Chantal Guillemette	
Tuesday		1400, boul. du Jardin			
September 20 2017	Alma	Hôtel Universel	19:30		
Wednesday		1000, boul. des Cascades Ouest			
September 21 2017	Québec	Auberge Québec	19:30		
Thursday		3055, boul. Laurier			
September 19 2017	Ville-Marie	Auberge Ville-Marie	19:30	Chantal Coulombe	
Tuesday		16, Dollard (en face bureau poste)			
September 20 2017	La Sarre	Villa Mon Repos	19:30		
Wednesday		32, Route 111 Est			
September 21 2017	Barraute	Hotel de ville	19:30		
Thursday		481, 8e Avenue			
September 26 2017	St-Georges	Le Georgesville	19:30	Chantal Guillemette	
Tuesday		300, 118e Avenue			
September 27 2017	Thetford Mines	La Cache du Domaine	19:30		
Wednesday		755,9e rue Sud			
September 28 2017	Sherbrooke	Delta Hotel	19:30		
Thursday		2685, King Ouest			
September 26 2017	Ste-Flavie	Hôtel le Gaspésiana	19:30	Chantal Coulombe	
Tuesday		460, Route de la Mer			
September 27 2017	Rivière-du-Loup	Hôtel Universel	19:30		
Wednesday		311, boul. Hôtel de Ville Ouest			
September 28 2017	St-Jean-Port-Joli	Restaurant Le Normandin	19:30		
Thursday		700, Route de l'Église			
October 3 2017	Valleyfield	Hôtel Plaza Valleyfield	19:30	Chantal Nault	
Tuesday		40, Ave du Centenaire			
October 4 2017	St-Jean-sur-Richelieu	Auberge Harris	19:30		
Wednesday		576, rue Champlain			
October 5 2017	St-Hyacinthe	Holiday Inn Express	19:30		
Thursday		1500, rue Johnson Est			
October 3 2017	Baie-Comeau	Môtel le Comte	19:30	Odette Desgagnés	
Tuesday		285, Boul. Lasalle			
October 4 2017	Les Escoumins	Complexe Hôtelier Pelchat	19:30		
Wednesday		445, route 138			
October 5 2017	La Malbaie	Econolodge	19:30		
Thursday		625, boul. de Comporté			
October 11 2017	Lévis	Hôtel Quality Inn & Suites	19:30	Manon Demers	
Wednesday		5800, rue des Arpents			
October 17 2017	St-Jérôme	Super 8	19:30		Odette Desgagnés
Tuesday		3, J F Kennedy			
October 18 2017	Joliette	Château Joliette	19:30		
Wednesday		450, Thomas			
October 19 2017	Trois-Rivières	Hôtel Gouverneur	19:30		
Thursday		975, Hart			