

**The ComPAAAnion**

**No 70**

**AUGUST 2018**

## Our Convention 2018



Manoir St-Sauveur  
St-Sauveur



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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# Fall meetings



You will find attached( pages 7 and 8 )



Invitation letter & Agenda  
letter of the places we will visit

We are waiting for you

Welcome everyone !



## Word of the president

Hello to all members,

Time flies and another convention is already behind us. Thank you to everyone who attended. We are now at the preparation stage for the fall visits. In this message, the subjects I will cover are 24 hour or disciplinary notices, hours reductions, the negotiations, disinformation and our next convention.

### 24 Hour Notices

There has been an increase in 24 hour or disciplinary notices. Since January 2018, we have had to assist no less than fifteen of our members with disciplinary meetings, compared to less than ten for the same period last year. The reasons for the dissatisfaction are mainly not following procedures and non-compliance with work schedules. I would like to point out that when you're called in by the employer, you are only human and it's normal to be on the defensive. This can unfortunately lead you to say too much. So remember to stick to the facts and reply with answers that are short, clear and to the point.

### Hours Reductions:

I would like not to have to discuss this issue with you again, but it seems there's little chance of that. The Trudeau government directive is still in force, which means that the consultations concerning hours reductions cannot affect customer service hours or Saturday closures. On the employer side, all vacated positions are reviewed. Since the publication of the last newsletter, we have had consultations for 11 post offices, 2 of which were concerning hours increases. What the new strategy will be to achieve their objectives we don't know and no information has filtered through so far. We do know, however, that all of the new technology does not serve only to provide better customer service, but also to save time in terms of labour. Now, sequenced sorting is an added factor and in post offices where this system has been implemented, almost 100% of the mail is sorted accordingly. The lack of space due to an increase in package mail in some offices can lead to the need to change some rural routes. A lot of small things often appear harmless, but create opportunities to reduce the number of work hours in our post offices. I won't dwell here on the volunteer work done by some of our members or the skipping of meal and rest breaks. Just to say that when members do this, it gives the employer the wrong impression about their productivity when they haven't had the time to finish all of their duties. It's a pity, because, following their departure, we lack the arguments required to provide proof of the work hour needs in these post offices.

### Negotiations:

We will soon be reviewing your demands and need to be prepared for the upcoming negotiations. Our goal is to work for you and with you. Based on past negotiations, the demands are similar to those of previous negotiations, Sections 11 and 20 being the most popular. So we won't reinvent the wheel.

### To contact us:

A lot of members continue to write us using the RPS system. I am still wondering how to make members understand that when you write to us through your RPS system, we cannot reply to you directly because the Canada Post system does not give us this kind of access. In order for us to communicate with you, you must leave us your contact information.

### New Option:

I don't know if many of you have had a chance to use the new option for the payment of income tax directly through the post office. It's a simple tool that does the job. Don't hesitate to promote it and use it yourself. It counts as time that your RPS systems are in use.

## Word of the president ( continued)

Disinformation:

It becomes very difficult to defend certain situations when your only excuse is “I didn’t know”. It’s your obligation to get informed. It’s one of your duties. We also hear “I never call the union”, which is sad because we are here to help you.

2019 Convention:

This is an election year for your union officers, so the 2019 Convention will take place at the Hôtel le Concorde in Québec City. You will be called upon to also choose the delegates to the next triennial national convention to be held in Saskatchewan.

Acknowledgements:

I would like to thank my team. I know I repeat the same thing every year, but it is always relevant. A huge thank you to my dear colleagues for your support. It’s not always easy. And a special thanks to Chantal Nault, my right hand, and sometimes my left hand. I am sure that all of you will continue your excellent work with the usual high degree of professionalism.

And everyone should never forget that TOGETHER, ALL CPAA MEMBERS MAKE A REAL DIFFERENCE!

Yours in solidarity,

*Chantal Guillemette*, President



## WELCOM TO NEW MEMBERS

Vallée, Nathalie	Ste-Sophie	Vézina, Marielle	Fermont
Lavigne, Annie	St-Alphonse de Granby	Fortier, Marie-Josée	Val-Alain
Bard, Geneviève	St-Philippe de Néri	Ouellet, Nathalie	St-Médard
Godard, Diane	Mont-Brun	Taylor, Doreen	Fort Coulonge
Courchesne, Maryse	St-François du Lac	Bertrand, Manon	Chelsea
Poirier, Nathalie	Ste-Marthe	Bernier, Nadia	Ste-Angèle de Mérici
Girard, Helene	L’Ascension N-Seigneur	Lagueux, Marie-Andrée	La Pocatière
Desmeules, Nathalie	St-Amable	McGregor, Anne-Marie	New-Carlisle
Lavoie, Nathalie	St-Cléophas de Brandon	Robichaud, Chantal	St-Constant
Beaulieu, Manon	Beaurivage	Canuel , Chantal	Sherrington
Laurin, Mélanie	Bon-Conseil	Bolduc, Sonia	East-Angus
Coté, Christine	Percé	Laflamme, Julie	Ste-Julienne
Lyrette, Benoit	St-Jean Chrysostome	Laflamme, Nancy	St-Malo



The winners for of \$100 door prizes

Denise Charlebois  
Côteau Station

Francine Lafranchise  
St-Aimé

Kelly-Anne Brock  
St-Claude

Hélène Pelletier  
Chisasibi

Johanne Blais  
St-Apollinaire

Ginette Béliveau  
Côteau du Lac

Joane Des Alliers  
St-Jean-Chrysostome

Émilie Blais  
Compton

Anne Lévesque  
Bouchette

Caroline Moreau  
St-Apollinaire

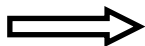
Our winner for participation " Put on your hat " Lorraine Séguin-Beaulieu



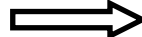
Winner of the package offered by Manoir St-Sauveur  
Frédéric Villeneuve  
St-Colomban

Certificate given  
for years  
Of services

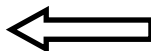
Chantal Nault  
(Five years)



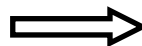
Our  
Special guests  
The Blues Brothers



Put on your hat !



Health ans safety workshop



A special thank you to the 14  
New members  
Present at convention 2018



A big thank you !

## Minutes of the General Annual Meeting

The general meeting of the members of the Canadian Postmaster and Assistant Association, Quebec Branch, held at Manoir St-Sauveur at St-Sauveur, on Sunday May 20, 2018 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 **50** members were in attendance.

### **Annual General Meeting-Agenda :**

- Prayer– minute of silence in memoriam ;
- Minutes of May 2017 Convention ;
- Report of the President of Quebec Branch ;
- Report of the National President ;
- Report of the Finance Committee ;
- Forum

### **CALL TO ORDER**

**R. : 18.758**

**MOTIONED BY : Julie Béland**

**SECONDED BY : Carole Noël**

Be it resolved that the minutes of the general meeting held on **may 2017** be approved.

**BY UNANIMOUS CONSENT**

**The President, Chantal Guillemette**, read her report.

**R. : 18.759**

**MOTIONED BY : Helen Lapierre**

**SECONDED BY : Francine Côté**

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

**BY UNANIMOUS CONSENT**

**The National vice-president , Daniel Maheux**, read the National President's report, Mrs Brenda McAuley.

**R. : 18.760**

**MOTIONED BY : Chantal Sénéchal**

**SECONDED BY : Nicole Robitaille**

Be it resolved that the budget **2019** be approved.

**BY UNANIMOUS CONSENT**

**R. : 18.761**

**MOTIONED BY : Martine Beaudin**

**SECONDED BY : Guylaine Myre**

Be it resolved that the financial report of the Quebec Branch for **December 31 2017**, be approved ,after being read.

**BY UNANIMOUS CONSENT**

**R. : 18.762**

**MOTIONED BY : Rose Brouillette**

**SECONDED BY : Isabelle Demers**

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 STATU QUO**

**R. : 18.763**

**MOTIONED BY : Johanne Bernèche**

**SECONDED BY : Anne Robert**

Be it resolved that the meeting be adjourned at **10H40**

**BY UNANIMOUS CONSENT**



Canadian Postmasters  
and  
Assistants Association



l'Association canadienne  
des maîtres  
de poste et adjoints

## Quebec branch 2018 Fall meetings

Please find enclosed the agenda for the fall meetings and the list of places we will be visiting. Meetings will be held weekdays 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. Occasional
4. Impact unpaid leave
5. Don't do this...
6. Health and safety
7. Next Convention 2019
8. Forum



C.P.A.A. Quebec Branch  
Manon Demers, Secretary



2018 FALL MEETINGS				
DATE	LOCATION	ADRESSES	Hours	OFFICERS
August 28 2018	Barraute	Hotel de ville	19:30	Chantal Nault
Tuesday		481, 8e Avenue		
August 29 2018	La Sarre	Villa Mon Repos	19:30	
Wednesday		32, Route 111 Est		
August 30 2018	Ville-Marie	Auberge Ville-Marie	19:30	
Thursday		16, Dollard (in front of Canada Post)		
September 5 2018	Cap-aux-Meules	Auberge du Port	19:30	Chantal Nault
Wednesday		40, chemin Principal		
September 5 2018	Montebello	Auberge Montebello	19:30	Manon Demers
Wednesday		676, Notre-Dame		
September 6 2018	Maniwaki	Hôtel Château Logue	19:30	
Thursday		12, Comeau		
September 11 2018	Québec	Hôtel Plaza Québec	19:30	Odette Desgagnés
Tuesday		3031, boul. Laurier		
September 12 2018	Alma	Hôtel Universel	19:30	
Wednesday		1000, boul. des Cascade Ouest		
September 13, 2018	St-Félicien	Hôtel du Jardin	19:30	
Thursday		1400, boul. du Jardin		

2018 FALL MEETINGS (following)				
September 12 2018	Matane	Riotel Matane	19:30	Manon Demers
Wednesday		250, Ave du Phare Est		
September 13 2018	Amqui	Selectotel	19:30	
Thursday		340, boul. St-Benoit Ouest		
September 11 2018	La Malbaie	Econolodge	19:30	Chantal Coulombe
Tuesday		625, boul. de Comporté		
September 12 2018	Les Escoumins	Complexe Hôtelier Pelchat	19:30	
Wednesday		445, Route 138		
September 13 2018	Baie-Comeau	Travelodge	19:30	
Thursday		285, boul. Lasalle		
September 18 2018	Rivière-au-Renard	Auberge Motel Caribou	19:30	Odette Desgagnés
Tuesday		82, boul. Renard Ouest		
September 19 2018	Chandler	Motel Fraser	19:30	
Wednesday		325,Qc-132, Pabos Mills(Chandler)		
September 20 2018	Carleton	Le Manoir Belle Plage	19:30	
Thursday		474, boul. Perron		
September 18 2018	St-Georges	Le Georgesville	19:30	Chantal Coulombe
Tuesday		300, 118e Avenue		
September 19 2018	Thetford Mines	La Cache du Domaine	19:30	
Wednesday		755,9e rue Sud		
September 20 2018	Sherbrooke	Delta Hotel	19:30	
Thursday		2685, King Ouest		
September 25 2018	St-Hyacinthe	Holiday Inn Express	19:30	Odette Desgagnés
Tuesday		1500, Johnson Est		
September 26 2018	St-Jean-sur-Richelieu	Auberge Harris	19:30	
Wednesday		576, Champlain		
September 27 2018	Valleyfield	Hôtel Plaza Valleyfield	19:30	
Thursday		40, Ave du Centenaire		
September 25 2018	Joliette	Château Joliette	19:30	Chantal Coulombe
Tuesday		450, Thomas		
September 26 2018	Trois-Rivières	Hotel Delta	19:30	
Wednesday		1620, Notre-Dame Centre		
September 27 2018	St-Jérôme	Super 8	19:30	
Thursday		3, J F Kennedy		
October 2 2018	St-Jean-Port-Joli	Restaurant Le Normandin	19:30	Manon Demers
Tuesday		700, Route de l'Église		
Octobre 3 2018	Rivière-du-Loup	Hôtel Universel	19:30	
Wednesday		311, boul. Hôtel de Ville Ouest		
October 4 2018	Ste-Flavie	Hôtel le Gaspésiana	19:30	
Thursday		460, Route de la Mer		



**E.A.P. (Employee Assistance Program)**  
**1-866-565-4903**

