

Canadian Postmasters
and
Assistants Association



l'Association canadienne
des maîtres
de poste et adjoints

The Canadian Postmaster



December 2008



**National President's
Annual Report**

*A copy of the 2008
National President's Annual Report
is available upon request.*

*Send your request to the address
mentioned herein.*

**DEADLINE FOR DEMANDS
February 14, 2009**

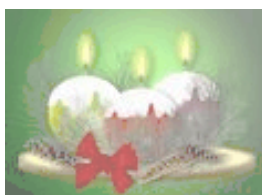
A demand is a request to have a change made to our collective agreement. Don't forget that our current collective agreement expires on December 31, 2009. In order for the Negotiations Committee to have sufficient time to review all the demands received, please submit your demand(s) on or before February 14, 2009.

**New address for our Life Insurance
Plan Administrator :**

Pierre A. Jeurond, Administrator
CPAA Group Life Ins. Plan
PO Box 46007
2339 Ogilvie Road
Ottawa ON K1J 9M7

2008 Just For You

Photos and info on centre page.



Canadian Postmasters and Assistants Association (CPAA) is committed to maintaining the security, privacy, and accuracy of members' personal information. Member personal information is only collected, stored, used, and disclosed in a manner that complies with the CPAA Privacy Policy.

National President
Leslie A. Schous

Editor
CPAA

Address inquiries, comments or
correspondence to:
CPAA

National Vice President
Shirley L. Dressler

Branch Representatives
A complete listing is in this magazine.

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Ottawa ON K1K 1X1

National Vice President
Pierre Charbonneau

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Canadian Postmasters and Assistants
Association.

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National Secretary-Treasurer
Daniel L. Maheux

Support Staff
Sylvie Duguay
Lise Deschamps
Pascal Leroux
Julie Dutton
Chantal Legault

CHANGE OF ADDRESS
*In order to maintain an accurate mailing
list, please send address changes to our
National Office as soon as possible.*

Agreement No. 40069832

ISSN/0008-4794

CPAA Union Representatives / Représentants syndicaux de l'ACMPA

281 Queen Mary, Ottawa, Ontario K1K 1X1 mail@cpaa-acmpa.ca

Name and address / Nom et adresse	Email / Courriel	Tel. No. / n° de tél.		
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Mr. Daniel L. Maheux Nat. Sec.-Treas. / Sec.-Trés. Nat.	DanielMaheux@cpaa-acmpa.ca	613-745-5559	613-745-2095	819-986-8325

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Mr. William Dawe, Dir., PO Box 25, Coley's Point S A0A 1X0	william.dawe@nf.sympatico.ca	709-786-9492	709-786-0466	709-786-3018
* *				
Mrs. Nina Pye, Dir., General Delivery, Mary's Harbour A0K 3P0	nina@nf.sympatico.ca	709-921-6389	709-921-6240	709-921-6236

Maritime / Maritimes

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Mrs. Catherine B. Léger, Vice Pres., 123 Coates Mills S Rd, Ste-Marie-De-Kent E4S 1P2	cleger@aernet.ca	506-955-8193	506-955-3214	506-955-3296
Mrs. Betty Ross, Sec.-Treas., 4823 Scotsburn Road RR 2, Scotsburn B0K 1R0	bettyross@eastlink.ca	902-485-2591	902-485-6548	902-485-6198
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Mme Jacinthe Turcotte, Prés., 40 rang de la Rivière, Maddington Falls G0Z 1C0 (St-Cyrill.)	jturcacmpa@ivic.qc.ca	819-367-2441	819-397-2319	819-367-2081
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Mme Joane DesAlliers, Dir., 446 St-Paul, Saint-Ubalde G0A 4L0	jdesalliers@globetrotter.net	418-277-9072	418-277-2473	418-277-9367
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Ontario

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President's Message



Greetings from 281 Queen Mary. The last time I sent you my President's Message, I told you the days were getting longer and I was anticipating the tulips peeking through the ground. Well guess what? The days are now getting shorter and I do believe the tulips have gone into hiding. How quickly time flies and as we contemplate where it went, well...

We continue to meet with Canada Post on a regular basis to discuss the issues facing us across Canada, as well as new initiatives coming forth from the Corporation. We were pleased to be told that all Post Offices across Canada would be equipped with computers, opening up a new system, commonly referred to as Retail Point of Service (RPS). As pleased as we were to hear of this news, we also want to ensure our members are receiving adequate training and assistance for those times in need. Please keep us informed. If the system is not working, training is neither adequate nor timely or if problems are occurring with the help line, we need to know, so we can bring this to the Corporation's attention. With the advent of the RPS, we were advised that all Post Offices who would be receiving the RPS would also be equipped with telephones! What a breakthrough! Canada Post will be paying for the installation of the telephone line, a one time payment of \$250.00, as well as monthly payments of \$80.00 to cover the cost for the use of the telephone. CPC is in the process of contacting the Postmasters as per their installation date for RPS and subsequently telephone connect.

Our Labour Relations portfolio continues to be very busy. We have a few grievances that have been in the system for a few years now. CPC has been advised that CPAA will be doing a concerted effort to either have these grievances resolved, or proceed to arbitration without delay. Our Vice Presidents, Shirley and Pierre, are working very hard to have all files current and to make sure the issues in question are dealt with in an expeditious manner.

You may have noted a couple of extra information communiqués coming from the National Office: a Health & Safety Bulletin, as well a communiqué from our Communications Committee. These are new CPAA initiatives in which we are endeavouring to send you more news, more often. With our communiqué, we also sent a survey requesting information from you as to how you prefer to receive your information. Nearly 3,000 members responded. THANK YOU!!! The results of the survey are being tabulated and we truly appreciate your feedback.

Well, I must close, as we enter into the "you know what" season, there is also the thought of that wonderful holiday that fills us with joy as we surround ourselves with family and friends. From our house to yours, have a wonderful holiday season and all the best in 2009.

Leslie A. Schous



*Wishing you a Joyous Holiday Season
and a
New Year filled with Peace and Happiness!*

Julie *Leslie* *Blaney*
Rachel *[Signature]* *Lise* *Chantal*
Sylvie *Pierre*

Website

by Daniel L. Maheux

Be sure to check the Association's website. We work hard to update the look and content of your website and to keep it current and relevant. The Association's website is the fastest and most economical way to inform our members of developments within our bargaining unit and the Corporation.

Amongst the features of the website is a Frequently Asked Question (FAQ) section. This section is made up of questions asked by you, the members, and the appropriate answers referencing the information source i.e.: our Collective Agreement, the Canada Labour Code, the Canadian Human Rights Act, etc.

Furthermore, we have also included a website content comments tool, which we hope all of you, sisters and brothers, will use. Please take a few moments to let us know whether the information provided on the site is useful to you and if there is something you would like to see added. By all means, please share your suggestion(s).

In solidarity,

Strategic Review of Canada Post Corporation

by Daniel L. Maheux

As most of you will have heard by now, on April 21, 2008, the Federal Government, under the auspices of Minister Lawrence Cannon, has put in place an Advisory Panel to conduct a Strategic Review of Canada Post Corporation. The Federal Government has mandated four key principles to guide this review. They are:

- Canada Post will not be privatized and will remain a Crown Corporation;
- Canada Post must maintain a universal, effective and economically viable postal service;
- Canada Post is to continue to act as an instrument of public policy through the provision of postal services to Canadians;
- Canada Post is to continue to operate in a commercial environment and is expected to attain a reasonable rate of return on equity.

The Advisory Panel review will focus mainly on the following four lines of inquiry:

- How have changes in technology, competition and customer demographics shaped the postal market?
- What has been the evolution of the markets for lettermail, parcels, advertising mail and international mail?
- What are the emerging needs of postal service customers?
- What can be learned from these same developments in the postal services markets in other countries?

The Advisory Panel has committed to meeting with the various stakeholders, which have a vested interest in their work. Our brothers and sisters of the Canadian Union of Postal Workers have already had their meeting and the Advisory Panel. The National officers of the Canadian Postmasters and Assistant Association met with the Advisory Panel on June 16, 2008.

We note that the Chair of the Advisory Panel, Dr. Robert M. Campbell, authored a book titled: *Modernizing Postal Systems in the Electronic and Global World*. In Dr. Campbell's biography, we read with interest that he served as a consultant on a study on the future of the American postal system, prepared for Pitney Bowes. For more on this, we refer you to the fifth paragraph of the article on Bill C-14, published in the last issue of *The Canadian Postmasters'* magazine. The final report of the Advisory Panel should be available in December 2008.

Supervisor Accident Investigation Report (SAIR)

by Shirley L. Dressler

When an accident or injury in the workplace occurs, a Supervisor Accident Investigation Report must be completed by the Supervisor (i.e. Local Area Manager). The Postmaster is not considered a Supervisor in this instance. **It is not the Postmaster's responsibility to complete or sign this form.**

The Postmaster may provide the Supervisor with any relevant information they may have witnessed, or otherwise have knowledge of, with regards to the accident.

Health and Safety

by Shirley L. Dressler

During the Holiday Season, there will be a significant increase in the volume of mail coming into and going out of your offices. As volumes increase, so will the need for lifting and carrying.

Please take a few minutes to consider your health and safety when lifting and carrying the mail. Proper lifting and handling will help to prevent injuries and make your job easier.

- Plan your movements – Ensure your path is clear. Do not attempt to lift an item that is too heavy or awkward. Ask another employee to assist you.
- Lift safely – Have your feet shoulder width apart and have a good grip on the item. Keep your arms and elbows close to your side. Bend with your knees and lift with your legs. Keep your back straight. Avoid twisting and jerky movements. Lifting should be as smooth as possible.
- Carry safely – Keep a good grip on the item and carry it close to your body. Keep the height of the load at a level allowing you to safely see where you are going. Turn with your feet rather than your back.
- Use available equipment if necessary. Rather than carrying a heavy load, place it on a cart to move where necessary. It is much easier to push a cart than carry a heavy item.

Ensure your health and safety in the workplace and enjoy your Holiday Season with your family and friends.

Building Liability Insurance

by Daniel L. Maheux

This is a reminder to all Group Postmasters who are providing the premises for the post office.

It is your responsibility to ensure that a Building Liability Insurance policy is in place and in good standing to protect you from any/all possible claims from a third party (post office customers, passers-by, etc.).

The Canadian Postmasters and Assistants Association does carry a member's liability insurance policy. This policy provides limited coverage for claims filed against CPAA members. It does not include coverage for claims concerning the building, sidewalk, parking lot, etc.

Should you encounter difficulties in securing adequate insurance coverage for your premises, get in touch with the National Office. Our insurance broker will refer your inquiry to one of their field offices in an effort to find suitable insurance coverage.

Deferring Taxes on Your Corporate Achievement Bonus

by: Shirley L. Dressler

If Canada Post meets their business targets and thresholds, we may once again receive a Corporate Achievement Bonus.

Canada Post is able to exempt from income tax the amount of your bonus, up to a maximum of \$2,000, providing you make a deductible RRSP contribution for the full amount.

- If the payment is over \$2,000 or more, you need to invest \$2,000 into a RRSP.
- If the payment is under \$2,000, the entire amount needs to be invested.

If the required amount is not invested into an RRSP, you will be taxed on the non-invested portion.

Canada Post requires you to complete an authorization form. This form will be made available to you at a later date.

Only you can decide whether to defer paying tax on your bonus. We encourage you to consult with your financial advisors, if necessary, to assist you in your decision.

Extra Hours

by Shirley L. Dressler

With the busiest season arriving, you will notice your workload increasing. If you require extra hours to meet operational needs, please do not hesitate to make the request. Clause 20.14 of the Collective Agreement states:

“Where there is an immediate operational requirement for a Part-Time Assistant to work extra hours and the designated approval officer(s) is/are not available, Postmasters may authorize such extra hours to be worked. In such a situation, the Postmaster must report the situation to the designated approval officer(s) at the earliest opportunity.”

Be prepared to justify the hours you are requesting. If you feel extra hours are unfairly denied, call your Union Representative.

You are NOT required to work through your rest breaks, lunch hours or after hours.

In Memoriam

From March 1, 2008 to October 31, 2008



Mrs. Henriette Thériault
Moonbeam, Ont.

Mrs. Anita Rozenberg
Armstrong, B.C.

Mrs. Dolores Feehan
Inverness, N.S.

Mrs. Dianna Gonsky
Westbridge, B.C.

Mrs. Sandra Neufeld
Rapid View, Sask.

Mr. Helmut Rauser
Birds Hill, Man.

Mrs. Barbara Black
Ingleside, Ont.

Our most sincere condolences to their relatives and friends.

In Memoriam

GASTON GÉLINAS

by Leslie A. Schous



It is with great sadness that we identify the passing of Gaston Gélinas, on June 23, 2008. Gaston had served CPAA for many years prior to becoming the National Secretary-Treasurer in 1966-1967, and then from 1975 until he retired in 1992. He served as Secretary (1958), Vice President (1968) and President (1969) for the Ontario Branch of CPAA. Gaston is certainly considered to be one of the “founding fathers” of CPAA. Just as Gaston held a high level of respect for “his CPAA”, Gaston was also regarded with an equally high level of respect. Many of us will fondly remember him saying “My first mistake today” and noting... he made very few. Even after retirement Gaston continued to show his interest in CPAA by travelling to many of the Triennial Conventions, as well as the Ontario Branch Conventions. Gaston will be greatly missed and our heartfelt condolences are extended to the Gélinas’ family.

TOUSSAINT PEARSON

by Pierre Charbonneau

Born on November 1, 1931
Passed away on June 4, 2008

It is never easy to lose a colleague who dedicated so much to the labour movement. He worked for the Quebec Branch for 27 years for the rights of our Association’s members and participated in the battle against the closure of post offices during his last term.



**TO MEMBERS OF THE PEARSON FAMILY,
OUR DEEPEST SYMPATHIES.**

RON MACGRANACHAN

by Manitoba Branch of CPAA



Ron MacGranachan passed away on March 30, 2008 at the age of 75 years. He joined the Manitoba Branch of CPAA/ACMPA as a Director during the term 1975-77 and he remained in that position until he became Secretary-Treasurer in the term 1981-83. He served in this capacity until he retired in 1994. Back then, the fiscal year ran July 1 to June 30 and those who attended our Branch conventions during that time, can reflect on how Ron would relay the financial statements and the budget. When it seemed the lines would not line up, or the figures would not add up, Ron would attempt once, twice and then finally either taking his reading glasses off or putting them on, he would just say "oh well, you know what I mean". There never was a question about the books being in order. He will be fondly remembered for those actions. Once retired, both Ron and Phyllis attended several conventions to keep in touch with his CPAA family. He will be dearly missed by all the lives he touched.

Our sincere condolences to the MacGranachan family.

Minutes
Canadian Postmasters and Assistants Association
National Annual General Meeting
National Office
281 Queen Mary, Ottawa, Ontario
2008-10-04

The meeting was called to order at 10 a.m. by National President, Leslie A. Schous.

There were twelve (12) members present.

O Canada!

In Memoriam

Introduction of the members of the National Board of Directors.

The National President report was presented by Leslie A. Schous.

The audited financial statement for the fiscal year ending December 31, 2007 was distributed by Daniel L. Maheux, National Secretary-Treasurer. The financial statement was reviewed. No questions were asked.

After a brief question and answer period, the meeting adjourned at 11 a.m.



In Memoriam

From September 1, 2007 to August 31, 2008

Mrs. Janet Lomenda
Strathmore, Alb.

Mr. Marcel F. Marin
Haywood, Man.

Mrs. Betty Thorsteinson
Westbourne, Man.

Mrs. Donna Grant
Sorrento, B.C.

Mrs. Anne Filuk
Cranberry Portage, Man.

Mrs. Elleen Rouse
Goulais River, Ont.

Mrs. Audrey Reinsch
Brunkild, Man.

Mrs. Katherin Horne
Tignish, P.E.I.

Mrs. Henriette Thériault
Moonbeam, Ont.

Mrs. Dianna Gonsky
Westbridge, B.C.

Mr. Helmut Rauser
Birds Hill, Man.

Mrs. Anita Rozenberg
Armstrong, B.C.

Our most sincere condolences to their relatives and friends.

REMUNERATION FOR ACTING ASSIGNMENT Eff.: Jan. 1, 2009

Level 1	ACTING IN					
	Level 2	Level 3	Level 4	Level 5	Level 6B	Level 6A
17.18	18.49	19.33	20.16	20.95	22.08	22.86
17.60	18.49	19.33	20.16	20.95	22.08	22.86
18.06	18.49	19.33	20.16	20.95	22.08	22.86
18.91	19.37	19.33	20.16	20.95	22.08	22.86
19.80	21.13	21.05	20.88	20.95	22.08	22.86
20.79	22.11	21.96	21.60	21.67	22.08	22.86

Level 2	ACTING IN				
	Level 3	Level 4	Level 5	Level 6B	Level 6A
18.49	19.33	20.16	20.95	22.08	22.86
18.91	19.33	20.16	20.95	22.08	22.86
19.37	20.19	20.16	20.95	22.08	22.86
20.21	21.05	21.60	20.95	22.08	22.86
21.13	21.96	22.33	22.39	22.08	22.86
22.11	22.98	23.04	23.11	22.81	22.86

Level 3	ACTING IN			
	Level 4	Level 5	Level 6B	Level 6A
19.33	20.16	20.95	22.08	22.86
19.74	20.88	20.95	22.08	22.86
20.19	21.60	20.95	22.08	22.86
21.05	22.33	21.67	22.08	22.86
21.96	23.04	23.11	22.81	22.86
22.98	23.78	23.96	24.24	23.61

Level 4	ACTING IN		
	Level 5	Level 6B	Level 6A
20.16	20.95	22.08	22.86
20.88	21.67	22.08	22.86
21.60	22.39	22.81	22.86
22.33	23.11	23.51	23.61
23.04	23.96	24.24	24.35
23.78	24.55	24.84	25.10

Level 5	ACTING IN	
	Level 6B	Level 6A
20.95	22.08	22.86
21.67	22.81	22.86
22.39	23.51	23.61
23.11	24.24	24.35
23.96	24.84	25.10
24.55	25.69	25.72

MINIMUM INCREASE	
	(2009/01/01)
Level 2	0.42
Level 3	0.41
Level 4	0.71
Level 5	0.59
Level 6B	0.60
Level 6A	0.62

Level 6B	ACTING IN
	Level 6A
22.08	22.86
22.81	23.61
23.51	24.35
24.24	25.10
24.84	25.72
25.69	26.60

LETTER OF UNDERSTANDING
"...THE ACTING EMPLOYEE'S PAY WILL BE INCREASED..."
PLEASE READ THIS LETTER
 Collective Agreement p. 127

Sound Advice Regarding Retirement & Life Insurance

From the Administrator, CPAA Group Life Insurance Plan

Once retirement is contemplated, it becomes important to reflect on the issue of life insurance.

As it is now, the CPAA provides its active members with a life insurance benefit of \$10,000. In accordance with the provisions of its insurer, Great-West Life, a member who retires prior to or at the age of 65, can convert their group life insurance coverage (within 31 days of retirement) to a personal policy **regardless of their state of health**. This conversion process is a key benefit for those who are typically NOT in good health and who wish to keep their life insurance for the rest of their lives. The conversion does NOT require medical questions to be answered – one simply accepts to pay the premiums and the policy is issued. A personal policy with full coverage is provided immediately with level and guaranteed premiums for life.

As to those that feel that health is not an issue, there is an additional and quite advantageous option. The “Application Option” opens the door to coverage as well; however, certain medical questions must be answered. By submitting to an underwriting process and then qualifying for coverage, the member could have a more affordable life insurance program going forward. Typically, **premiums are half the cost of a conversion** if one is approved (again provided by a personal policy with level and guaranteed premiums for life). As well, the member is not exposed to the 31 day guideline and may even request MORE than \$10,000 of coverage. Knowing this, healthy members are encouraged to act sooner rather than later once they have decided to retire or are thinking of retiring. There are potential consequences to waiting – the main one being an unexpected loss of their good health.

For those who are unsure if they would qualify under the Application Option, it remains best to apply early. Because one has only 31 days to convert, this leaves little time to manoeuver both options. So why take a chance and be disappointed... apply early.

It is therefore in every member’s interest to contact the Administrator when a retirement date is considered. By doing so, they will most likely make the best decision for themselves as well as their beneficiaries.

Contact information:

Pierre A. Jeaurond, Administrator
CPAA Group Life Insurance Plan
PO Box 46007
2339 Ogilvie Road
Ottawa, ON K1J 9M7

Tel. (613) 798-2424

Fax (613) 725-5098

pierre@capitalbenefit.ca

Group Life Insurance Plan

A – Life Insurance Benefit

1. Commencing August 1, 2005, **all active members** of the Association are insured for \$10,000 Group Life Insurance in accordance with the terms of Group Policy No. 158073, issued to the Association by The Great-West Life Assurance Company.
2. The above amount is subject to a periodical review.
3. Such insurance will continue *in force* as long as the *employee is an active member of the Association*.
4. Such insurance will continue for as long as this policy is in force.
5. Such insurance will automatically terminate at the end of the month in which the member celebrates his/her 70th birthday.
6. New members are insured from the date on which *active membership to the Association begins*.

B – Total Disability Benefit

1. This policy provides group insurance during continuous total disability as long as the following conditions apply:
 - a) you have been totally disabled for 6 months or more, prior to your 65th birthday;
 - b) the disability is such that you are unable to perform any work of any kind;
 - c) you remain an active member of the Association.
2. The coverage does not extend beyond your 65th birthday.
3. If you cease to be a member while you are on disability and before your 65th birthday, you must consider the conversion outlined in item C below.
4. You applied for waiver of premium benefits within the contract provisions.

C – Conversion Privilege

1. This insurance can be converted into certain types of individual life insurance plans, then issued by Great-West Life Assurance Company.
2. To convert this policy, the following conditions must be in effect:
 - a) your active membership to the Association must terminate on or before your 65th birthday;
 - b) your application for conversion must be received by Great-West Life within 31 days of termination of your active membership.**
3. Presently, the maximum coverage available is \$10,000.
4. Conversion is available regardless of your health.
5. The privilege does not extend beyond 31 days following your 65th birthday, even though you may continue to work beyond that date.

D – Beneficiary

1. A form is provided below to enable you to register a beneficiary in the event of your death.
2. You may change your designated beneficiary any time.
3. If no beneficiary is named, the insurance proceeds will be paid through the administrator, executor, or assign(s) of your estate upon your death.
4. ***If designating a beneficiary who is a minor or who lacks legal capacity, please check box below, (in beneficiary form) and a Trustee Appointment form will be sent to you for completion.***

Certificate of Insurance

1. *The Great-West Life*, certifies that the holder of this policy is insured for the sum of \$10,000, in accordance with the terms of Group Policy No. 158073:
 - a) as long as he/she is an active member of the Canadian Postmaster and Assistants Association; and
 - b) as long as he/she is under age 70.
2. The insurance is payable on death from any cause to the beneficiary last registered in writing with *Great-West Life*.
3. If no beneficiary is registered with Great-West Life, the insurance is payable to the deceased's administrator, executor or assign(s).
4. The policy includes a Total Disability Benefit and a Conversion Privilege.
5. The certificate and the descriptive literature above are provided for information purposes only.
6. If any conflicts arise between the above and the terms of Group Policy No. 158073, the terms of the latter shall govern.

Should you need any additional information about your Group Life Insurance Plan, please contact:

**Pierre A. Jeurond, Administrator
CPAA Group Life Insurance Plan
PO Box 46007
2339 Ogilvie Road
Ottawa ON K1J 9M7**

613-798-2424 pierre@capitalbenefit.ca

2008/10

Retain the above for your records.

(Remove when completed, and forward this portion to the **address above**.)

Beneficiary Designation Form (PLEASE PRINT)

Important notice regarding Group Life Insurance Plan

- Before completing this form, you must have signed an Association Member's File.
- This form should only be completed *ONCE*, unless you wish to amend it. (ex. change in beneficiary or name change)
- When this form is completed by a member, he/she must have their signature witnessed by someone other than the named beneficiary.
- **Minor beneficiary:** YES NO • **Language preference:** English French Home phone #: (____) _____

I, _____ living in the Province of _____

Member's full name

Office Name

and insured under Group Policy No. 158073 declare that all proceeds payable under this policy at my death be paid to

Beneficiary's full name

Relationship of Beneficiary to Member

Dated at _____ this _____ day of _____ 20____
City, Province

Signature of Witness

Signature of Member

CPAA History

by Pat E. Fagan

The history of CPAA has not been updated since 1982 when the original history book was published. In view of that, the National Board of CPAA has initiated a project to have some research done for an update to the history book.

We would like to gather as much information as possible from those of you who were members of the Association during the period between 1982 to the present.

We would be particularly interested in any personal recollections, stories about specific events or information that has been shared with you. If you have any photographs, documents, newspaper clippings, etc. that you think would help, we would appreciate having those as well. If you don't have access to a copy machine, we can arrange to have copies done and the originals returned.

In order to ensure that all information is collected at a central site, we would ask that you send your contributions to National Office.

While it is important to rely on facts and documentation to produce an accurate account of the history of the Association, it is also important to be able to provide anecdotal evidence to support the facts and provide a human perspective.

Any assistance that you can provide would be greatly appreciated.

Just For You Course

by Pierre Charbonneau



Members are still interested in this training program after years of presentation and for this, we would like to express our sincerest gratitude. With the 444 application forms received, you demonstrate that such training is appreciated and we thank all participants who have already received it and who encourage you to apply for it.

I would like to thank the members of the Training and Education Committee and the employees of the National Office for their excellent work, which allowed us to present this 11th session of the *Just For You* course.

We would also like to thank all the trainers for their involvement in this program; we will use your skills at the *Just For You* session in 2009.

To all participants, we thank you and hope this knowledge will help you in your everyday work.

You will find below, the participants' comments, the list of participants, the list of trainers and photographs taken in different regions.

Comments –

“I am so glad I was chosen for this course. It was very informative and I have learned a lot in a relaxed way. I will be recommending to my co-workers that they try this experience next year.”

“I had a great time and I am very happy that I was finally selected to attend.”

“Would recommend this course to all members. Tremendously enjoyed it. Thank you!”

“This week was an amazing experience and it really boosted my confidence. Thanks so much!”

Just For You
2008/10/21, 22, 23

East
Charlottetown, P.E.I.

Trainers: Daniel Maheux
Louise Ade
Sonja Lemay

Newfoundland & Lab.

Butler, Mary M. – Kelligrews
Dooling, Esther – Goulds
Fitzgerald, Jeanette – Musgravetown
Keats, Ida – Lethbridge
Rose, Marjorie – Parsons Pond
Samms, Valerie – Gallants

Maritimes

Doucette, Karen – Wirral NB
Kuhn, Darlene – Eastern Passage NS
Mallett, Judy – Kensington PE
Mundle, Karla – Collingwood Corner NS
Silver, Dianne – New Germany NS
Wagner, Jacqueline – Salisbury NB

Elsewhere (in english)

Migicovsky, Mary – Temiscaming QC
Seaman, Christine – Knowlton QC
Taylor, Barbara – Mansonville QC

Central
Ottawa, Ont.

Trainers: Leslie Schous
Brenda McAuley
James Roszell

Ontario

Graves, Tammy – Sutton West
Leprieur, Sarah – Marathon
Love, Diane – Angus
Matheson, Paula L. – Iron Bridge
McIntyre, Carol – Burks Falls
Mercier, Rose Alma – Astorville
Nimmons, Karen – Tottenham
Schippers, Mary – Englehart
Stephens, Ingrid – Mount Hope
Vena, Mary Jean – Nobleton

Manitoba

Gosselin, Lise – Otterburne
Lachman, Erin – Beausejour
Molberg, Anne – Teulon
Sabeski, Sheri – Russell
Wood, Sandra – Gimli

Central
Montréal, Quebec

Trainers: Pierre Charbonneau
Jacinthe Turcotte
Chantal Guillemette

Quebec

Blais, Sylvie – St-Placide
Dionne, Caroline – Château-Richer
Fluet, Sylvie – ST Benoît Labre
Gagné, Nancy – L'Anse-Saint-Jean
Joncas, Christiane – Shigawake
Laforest, Denise – Ste Marthe sur le Lac
Morin, Louis-Benoit – Ormstown
Nadeau, Caroline – Deschaillons
Ouellet, Joceline – St Simon de Rimouski
Raby, Kathleen – Lac des Écorces
Roy, Steeven – St Henri de Lévis

Elsewhere (in french)

Despres, Joanne – Rogersville NB
Doucet, Lise – Kedgwick NB
Guyot, Caroline – Canmore AB
Vachon, André – Shediac NB

West
Edmonton, Alberta

Trainers: Shirley Dressler
Sue Verhelst

Saskatchewan

Hardcastle, Ruth – Luseland
Johnson, Donna G. – Outlook
Klemenz, Linda – Bengough
Racicot, Sandy – Battleford
Thompson, Debbie – Rockglen

Alberta, NWT & NU

Brown, Brenda – Bowden
Cox, Barb – Sedgewick
McDiarmid, Martha – Canmore
Measures, Brenda – Nisku
Noskiye, Jeanette – High Level

B.C. & Yukon

Baker, Carol V. – Savona
Coultes, Susan – Lillooet
Dalglish, Shelley – Lavington
Kapral, Karen – Fruitvale
Palmer, Patricia – Christina Lake