

Canadian Postmasters  
and  
Assistants Association

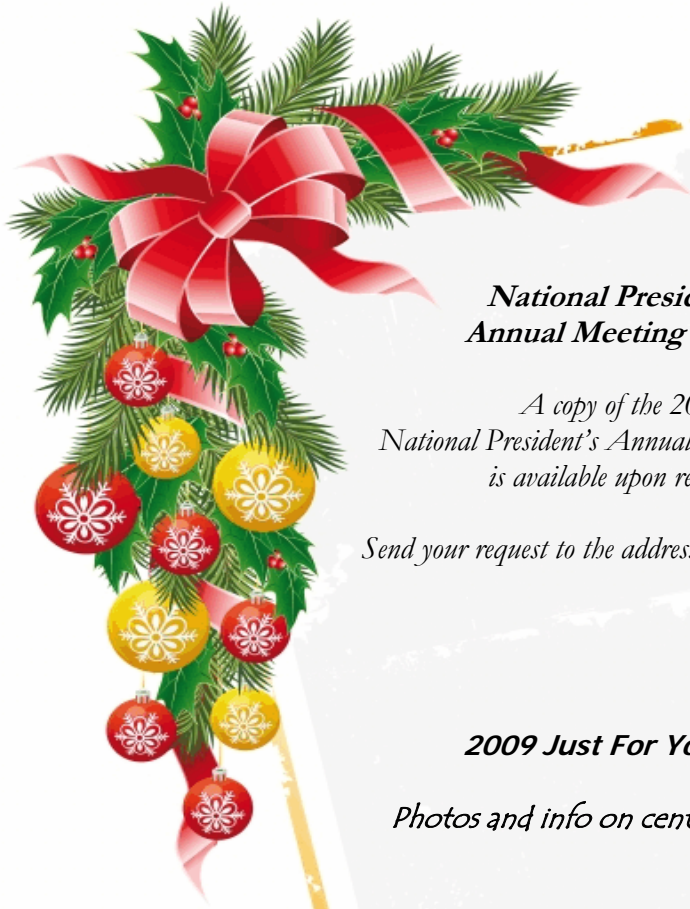


l'Association canadienne  
des maîtres  
de poste et adjoints

# The Canadian Postmaster



December 2009



***National President's  
Annual Meeting Report***

*A copy of the 2009  
National President's Annual Meeting Report  
is available upon request.*

*Send your request to the address mentioned herein.*

***2009 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 our members' personal information. Our members' personal information is collected, stored, used, and disclosed in a manner that complies with the CPAA Privacy Policy.

**National President**  
Leslie A. Schous

**National Vice President**  
Shirley L. Dressler

**National Vice President**  
Pierre Charbonneau

**National Secretary-Treasurer**  
Daniel L. Maheux

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

**Editor**  
CPAA

**Branch Representatives**  
A complete listing is in this magazine.

***The Canadian Postmaster***  
is published twice a year by the Canadian  
Postmasters and Assistants Association.

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

Address inquiries, comments or  
correspondence to:

CPAA  
281 Queen Mary  
Ottawa ON K1K 1X1

Tel. (613) 745-2095  
Fax (613) 745-5559  
E-Mail: [mail@cpaa-acmpa.ca](mailto:mail@cpaa-acmpa.ca)  
Web site: [www.cpaacmpa.ca](http://www.cpaacmpa.ca)

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.		
		Fax	Off.-bureau	Home-rés.
Mrs. Leslie A. Schous Nat. Pres. / Prés. Nat.	LeslieSchous@cpaa-acmpa.ca	613-745-5559	613-745-2095	613-747-6131
Ms. Shirley L. Dressler Nat. Vice Pres. / Vice-prés. Nat.	ShirleyDressler@cpaa-acmpa.ca	613-745-5559	613-745-2095	613-260-8870
M. Pierre Charbonneau Nat. Vice Pres. / Vice-prés. Nat.	PierreCharbonneau@cpaa-acmpa.ca	613-745-5559	613-745-2095	819-772-2430
Mr. Daniel L. Maheux Nat. Sec.-Treas. / Sec.-Trés. Nat.	DanielMaheux@cpaa-acmpa.ca	613-745-5559	613-745-2095	819-986-8325

## Newfoundland and Labrador / Terre-Neuve et Labrador

Mrs. Louise Ade, Pres., 322 Conception Bay Highway, Conception Bay S. A1X 7A3 (Goulds)	l.ade@nf.sympatico.ca	709-834-1536	709-364-6888	709-834-4289
Ms. Kimberly V. Hunt, Vice Pres., 20 Dawes Place, Conception Bay S. A1X 6Z7 (Manuels)	kvhunt@nf.sympatico.ca	709-744-2546	709-834-8361	709-744-1945
Mr. Norman J. Randell, Sec.-Treas., PO Box 293, Bishop's Falls A0H 1C0	norman.randell@nf.sympatico.ca	709-257-1112	709-258-6555	709-257-4512
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
Ms. Joan Murphy, Dir., 29 Joshwill Cres, Conception Bay South A1X 7E2 (Foxtrap)	joanmurphy@nf.sympatico.ca	709-836-0916	709-834-1106	709-834-4176

## Maritime / Maritimes

Mrs. Karen E. MacDonald, Pres., 247 Walker, Summerside C1N 5S6 (Borden-Car.)	k.macdonald1@pei.sympatico.ca	902-436-0464	902-855-2400	902-888-2178
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
Mme Diane Bouchard, Dir., 6765 Route 134, McIntosh Hill E4S 5N4 (Saint Loui.)	dbou@nbnet.nb.ca	506-743-8004	506-876-3842	506-743-5233
Mrs. Louise Harris, Dir., 971 Bradley Street, Wilmot B0P 1W0 (Kingston)	louiseharriscpaa@eastlink.ca	902-765-1031	902-765-2327	902-765-2371
Mrs. Tonya M. Dort, Dir., 54 Sanctuary Drive, Debert B0M 1G0	tonyadort@vrodetelectronics.com	902-662-3542	902-662-3203	902-662-3539

## Québec

Mme Jacinthe Turcotte, Prés., 40 rang de la Rivière, Maddington Falls G0Z 1C0 (St-Cyrill.)	jturcacmpa@iviv.qc.ca	819-367-2441	819-397-2319	819-367-2081
Mme Chantal Guillemette, Vice-prés., 69 Ross, Victoriaville G6P 0B3 (St Célest.)	changuillemette@videotron.ca	819-758-1067	819-229-3333	819-758-4415
M. Jacques Vézina, Sec.-Trés., 814 François Rabelais, Neuville G0A 2R0	vezjac@videotron.ca	418-876-2738	418-876-2084	418-876-2435
Mme Joane DesAlliers, Dir., 446 St-Paul, Saint-Ubalde G0A 4L0	jdesalliers@globetrotter.net	418-277-9072	418-277-2473	418-277-9367
Mme Odette Desgagnés, Dir., 572 ch. du Quai, St-Joseph de la Rive G0A 3Y0 (Les Éboul.)	gantblanc@derytele.com	418-635-1586	418-635-1180	418-635-2505
Mme Susan Morissette, Dir., 499 8ième Rue, La Guadeloupe G0M 1G0 (St-Honoré)	susanm@tlb.sympatico.ca	418-459-3665	418-485-6355	418-459-6367

## Ontario

Mrs. Brenda McAuley, Pres., 2004 Sagebrush Place, Sudbury P3A 4X7 (Falconbridge)	bmcauley_cpaa@sympatico.ca	705-521-1888	705-521-1117	705-521-1117
Mrs. Sandra L. Wilson, Vice Pres., 57 Pottinger Street, Lindsay K9V 3X9 (Little Britain)	sandra-cpaa@sympatico.ca	705-878-0384	705-786-2161	705-878-8306
Mr. Doug Collison, Sec.-Treas., 334 Daniel Street, Peterborough K9K 1C5 (Millbrook)	collido@sympatico.ca	705-745-0291	705-932-2990	705-745-5326
Mrs. Connie A. Burggraf, Dir., 132 Queen St., Angus L0M 1B0	connie4cpaa@sympatico.ca	705-424-3377	705-424-5653	705-424-2098
Mme Rita Chartrand, Dir., 2 Pioneer Street W Box 203, Markstay P0M 2G0	rchartrand.cpaa.acmpa@true802.ca	705-853-1210	705-853-4356	705-853-1209
Mrs. Earlene R. Simpson, Dir., PO Box 274, Port Carling P0B 1J0 (Bala)	e.simpson.cpaa@sympatico.ca	705-765-3358	705-762-5412	705-765-0643

## Manitoba

Mr. Ray R. Moreton, Pres., PO Box 193, Miami R0G 1H0	rmoreton@mts.net	204-435-2023	204-435-2618	204-435-2378
Mrs. Julie Hughes, Vice Pres., Box 11, Group 4, RR 1, Anola R0E 0A0 (Beausejour)	j_hughes@mts.net	204-866-3217	204-268-2731	204-866-3217
Mrs. Hope M. Toporowski, Sec.-Treas., PO Box 66, Fork River R0L 0V0	hopecpaa@mts.net	204-657-2362	204-657-2453	204-657-2337
Mr. James G. Roszell, Dir., PO Box 1469, Russell R0J 1W0	jroszell@mts.net	204-773-3420	204-773-3283	204-773-3998
Ms. Charlotte Vennard, Dir., PO Box 555, Treherne R0G 2V0 (Carberry)	charadam@mts.net	204-723-2884	204-834-3234	204-723-2884
Ms. Irene Clemens, Dir., PO Box 29 Grp 324 RR 3, Selkirk R1A 2A8 (Birds Hill)	iclemens@ymail.com	204-757-4354	204-661-5953	204-757-4354

## Saskatchewan

Mr. Darwin H. Hoimyr, Pres., PO Box 673, Carlyle S0C 0R0	darwin@cpaask.org	306-453-2352	306-453-2301	306-453-6258
Mrs. Pat L. Killian, Vice Pres., Box 250, Cupar S0G 0Y0	pat@cpaask.org	306-723-4777	306-723-4222	306-723-4927
Mr. Glen A. Smith, Sec.-Treas., PO Box 292, Saltcoats S0A 3R0	glen@cpaask.org	306-744-2270	306-744-8100	306-744-2341
Mrs. Sue A. Verhelst, Dir., PO Box 828, Radville S0C 2G0	sue@cpaask.org	306-869-2527	306-869-2433	306-869-2294
Mrs. Trudy S. Labarowski, Dir., PO Box 183, Pennant Station S0N 1X0 (Kyle)	trudy@cpaask.org	306-626-3223	306-375-2285	306-626-3224
Mrs. Brenda Fell, Dir., Box 651, Wilkie S0K 4W0 (Unity)	brenda@cpaask.org	306-843-2532	306-228-3422	306-843-2513

## Alberta, Northwest Territories and Nunavut / Alberta, Territoires du Nord-Ouest et Nunavut

Mrs. Lana R. Gilmore, Pres., PO Box 625, Bashaw T0B 0H0	lgilmore@xplornet.com	780-372-2441	780-372-3033	780-372-2441
Mr. Dwayne Jones, Vice Pres., PO Box 694, Redcliff T0J 2P0	mackia@shaw.ca	403-548-8102	403-548-3565	403-548-8102
Mrs. Linden Wentzloff, Sec.-Treas., 85 Grotto Way, Canmore T1W 1J8	wentzloff@telus.net	403-678-2108	403-678-4377	403-678-2108
Mrs. Florence Henning, Dir., PO Box 71, Mayerthorpe T0E 1N0	lamb@xplornet.com	780-785-4022	780-786-2122	780-785-3319
Mrs. Phyllis Tuttle, Dir., PO Box 657, Evansburg T0E 0T0	ptuttle@telusplanet.net	780-727-4587	780-727-4404	780-727-2056

\* \*

## British Columbia and Yukon / Colombie-Britannique et Yukon

Mrs. Sonja J. Lemay, Pres., 3437 Lockhart Crescent, Armstrong V0E 1B8	sonja.lemay@cpaa-bcyukon.com	250-546-0085	250-546-8274	250-546-8534
Mrs. Barbara J. Lincoln, Vice Pres., 7519 Sechelt Inlet Road, Sechelt V0N 3A4	barb.lincoln@cpaa-bcyukon.com	604-885-6006	604-885-2411	604-885-6006
Mrs. Susan Argotoff, Sec.-Treas., RR1 S-2 C-16, Crescent Valley V0G 1H0	susan.argotoff@cpaa-bcyukon.com	250-359-7544	250-359-7788	250-359-7523
Mrs. Leslie O. Ainslie, Dir., 100-5460 Clements Cres., Peachland V0H 1X5	leslie.ainslie@cpaa-bcyukon.com	250-767-9008	250-767-2251	250-767-2979
Mrs. Carolyn Elliott, Dir., 3711 Bosun Way RR 2, Pender Island V0N 2M2	carolyn.elliott@cpaa-bcyukon.com	250-629-3133	250-629-3222	250-629-3133

\* \*

## *President's Message*



*Greetings from the National Office. The temperature is dropping, frost is a nightly occurrence and, of course, we all know where this is leading us. The bright star in all this is that special time of the year when we will get to wish our family, friends and colleagues good will for the holidays and a happy prosperous New Year.*

*The past year has been extremely busy, but also very productive. The Branch Conventions were, once again, very successful and well attended. I urge you to attend your Branch Convention as it is very informative and you get to meet many of your colleagues.*

*Negotiations are well on their way; we have tabled all our demands and are waiting for responses from Canada Post. We still have a number of days scheduled for discussions this year and we are establishing dates for 2010. We are utilizing our Communiqué and Web site to try to keep you better informed as to what is being done and how we are proceeding.*

*Labour Relations continue to be challenging as we are seeing many Managers denying sick leave for medical appointments, treatments, therapy, etc. If you are one of those who have been denied this type of leave, please contact a Union Representative. A number of grievances have been filed on this issue, and discussions are being held with CPC to try to resolve this problem.*

*The Canadian Union of Postal Workers continues to push us for a merger, but we continue to be adamant that we are not interested. A meeting was held with CUPW on September 16 and they made it quite clear they were not prepared to take no for an answer. We have seen an escalation of CUPW newsletters, etc., being mailed to CPAA members and we see this as a deliberate attempt to influence the membership. We know our members are much more loyal than that. At the Branch Conventions, a presentation was given regarding the Future of CPAA, and the membership was overwhelming in their support to maintain CPAA as their bargaining unit. If you or any members of your staff are approached by CUPW to sign a membership card, please contact us immediately.*

*In addition to this, we have seen various media releases from our counterparts, one in particular, dated September 23, 2009, and I quote: "It looks like rural and small communities get to keep their public Post Offices and that all our hard work has paid off, not to mention the incredible work done by hundreds of communities." said CUPW National President Denis Lemelin. What Mr. Lemelin failed to identify was all the hard work done by CPAA during the fight to stop Post Office closures in the late '80s and early '90s. Thanks to CPAA members, over 1500 resolutions were presented to the Government. These resolutions came from towns and villages across Canada and asked the Government to maintain federally operated Post Offices. These vast numbers were only attributable to the work done by CPAA to encourage local councils to save their Post Office. I could go to great lengths identifying the various actions CPAA took to halt Post Office closures, but I am certain that many of you will remember the campaigns we had in place at that time, and utilize to this day. CPAA did the lion's share of the work to halt Post Office closures in rural Canada and it is unfortunate that some of our counterparts are not prepared to give us that credit. But we know and you know!*

*In closing, thank you for your continued support and I look forward to 2010 with its new challenges, new goals and many successes.*

*Leslie A. Schous  
National President*



## Christmas Greetings



"But I am sure that I have always thought of Christmas time, when it has come round... as a good time; a kind, forgiving, charitable, pleasant time; the only time I know of, in the long calendar of the year, when men and women seem by one consent to open their shut-up hearts freely."

*Charles Dickens, A Christmas Carol*

Julie  
Lesue.  
Sylvie  
Pierre  
Chantal  
Lise  
Paul  
Stéphanie

## Christmas Eve and New Year's Eve

*by Pierre Charbonneau*

The Holiday Season is fast approaching; thus, we would like to remind you of an opportunity offered to all employees, as per Clause 21.06 of the Collective Agreement.

Clause 21.06 states:

*Subject to operational requirements, the Corporation will make all reasonable efforts to schedule hours of work to allow employees to finish work no later than four (4:00) pm on Christmas Eve and New Year's Eve, without reducing the total number of regularly scheduled hours.*

For operational purposes, in certain regions of the country, the employer changes the time of mail collection and the drivers schedules to ensure that the mail is no longer in our offices after 4:00 p.m. We suggest you inform our Canada Post customers that for December 24<sup>th</sup> and December 31<sup>st</sup>, all mail deposited in your office after the driver has made the collection will remain in your office until the next regular working day. If the employer does not make reasonable efforts to allow you to leave early, we suggest you contact a union representative from your Branch.

We cannot demand that the employer allow you to close the doors 5 minutes prior to 4 p.m., but you can prepare for closure in advance, allowing you to leave at 4 p.m.

We encourage you to ensure the employer respects the agreements he has agreed upon and signed during previous negotiations.

## RPS Ergonomics

by Shirley L. Dressler

The National Health and Safety Committee discussed the ergonomics of the RPS workstations to ensure the health and safety of our members. As a result, guidelines have been developed for the proper set-up of RPS workstations. These guidelines are available through *Intrapost* at the following link:

[http://intranet.canadapost.ca/html/Intr@Post/You\\_CPC/Safety/files/pdf/SetupGuidelines\\_Portable\\_Workstations\\_RPS\\_090615\\_e.pdf](http://intranet.canadapost.ca/html/Intr@Post/You_CPC/Safety/files/pdf/SetupGuidelines_Portable_Workstations_RPS_090615_e.pdf)

---

### Need Extra Hours at Christmas!

by Shirley L. Dressler

The Christmas season will soon be upon us. Which means an increase in mail volumes and increased activity at the front counters! Every year, we experience the additional workload and stress placed upon us.



Canada Post has decreased the number of hours in many Post Offices and continues to place high expectations on working with reduced hours when our members are away on various types of leave.

You are NOT required to give up your rest breaks, lunch hours or to work after hours to meet the higher demands placed upon your office. Working during these periods are depriving other members from extra hours and placing additional stress upon you. You WILL NOT be compensated for working during these periods.

If you require extra hours during the holiday season, or anytime, remember that we have a provision within our Collective Agreement for you to utilize. DO NOT hesitate to request extra hours.

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.

## **CPAA meets Senior Advisor to Minister Merrifield**

*by Leslie A. Schous*

On Friday, October 2, a meeting was held between representatives from CPAA, Leslie A. Schous, National President, Sue Verhelst, Director of Saskatchewan Branch, and Christopher Hilton, Senior Advisor to Minister Merrifield.

The meeting was held to discuss the impact of the CPC Strategic Review and the CPC Service Charter on rural Post Offices.

We felt this was a very positive meeting and, although we have seen some of Post Offices closed, Mr. Hilton assured CPAA that the Government does not intend to close rural Post Offices, that the Government supports the federally operated Post Offices, and that the Service Charter should bring comfort to rural Canadians, not fear.

Mr. Hilton went on to identify that the CPC Service Charter ensures that CPC is meeting their mandate to provide postal services to all Canadians.

A meeting with Minister Merrifield was held on October 27, with National's Secretary-Treasurer Daniel Maheux, and myself. Minister Merrifield identified that the moratorium, halting the closure of Post Offices, is still in effect and will be respected.

He also identified that if we, CPAA, became aware of any situation in which the Corporation was trying to close a Post Office without first attempting to staff it, we should advise him immediately.

If you are aware of any situation such as this, please advise the National Office immediately.

We are also in the process of setting up a meeting, at her invitation, with Bonnie Crombie, the newly appointed Liberal Critic for Crown Corporations.

An update on these meetings will be published in the next Communiqué, as well as posted on the CPAA Web site.

---

## **Quarantine – Clause 32.12**

*by Leslie A. Schous*

We are all hearing warnings about H1N1 and other major health issues. Please bear in mind that Clause 32.12 identifies:

*An employee is entitled to be paid for time lost due to quarantine where he is unable to work as certified by a qualified medical practitioner. Such leave is to be granted without charge to leave credits.*

So basically, if you are one of those unfortunate souls who end up being quarantined:

- You need to have a Doctor's certificate identifying that you are being quarantined,
- You will receive pay for those days that you cannot work because of the quarantine, and,
- The leave taken cannot be deducted from your sick leave.

We hope no one will need this information, but we thought you should be aware of this provision in the Collective Agreement, just in case.

## Political Action Update

*by Daniel L. Maheux  
Chairperson of the CPAA Political Action Committee*

The Conservative Government of Stephen Harper and the previous one under Brian Mulroney have long had close ties with corporate financiers and business leaders of the country. They tend to shy away from organized labour and make no bones about it. Under the Harper Government, legislation was introduced to take away from workers in general and women in particular.

The new Public Sector Equitable Compensation Act is a legislation the Conservatives introduced as a part of the 2009 Budget. As a consequence, Parliament was not permitted to decide whether the legislation had its support as a new law independent of the Budget. This amounts to legislating by stealth. The legislation takes away the right of female federal public servants to equal pay for work of equal value.

Bill C-44, which takes away Canada Post Corporation's exclusive right to collect and distribute mail and to hand it over to private businesses, was tabled by the Conservatives. This came about as a result of the efforts highly paid lobbyists working on behalf of private businesses. This piece of legislation, if passed into law, would deprive Canada Post from millions of dollars in revenue, which the Corporation could use to finance the modernization of its aging infrastructure.

The Mulroney Government sanctioned the closure of thousands of rural post offices in the '80s and '90s which saw thousands of CPAA members, mostly women, lose their employment and financial independence.

More recently, the report of the Committee on the Strategic Review of Canada Post Corporation was tabled by the Government. The Chair of that Committee, Dr. Robert Campbell, also worked extensively for some of the same private businesses which lobbied for Bill C-44. The Government also introduced the Canadian Postal Service Charter. Canadians from all walks of life have been given legitimate reasons to ask tough questions to the Harper Government.

CPAA, for its part, felt that reinventing the wheel was just not good enough. While one of the other unions of Canada Post has been making a lot of noise, posturing as the voice of rural Canadians and copying the strategy we had used in the '80s and '90s, we have gone quietly in a new direction. Your Branches have been active and developed Political Action campaigns, which while they are individual to each Branch, are consistent from a National approach. More information is frequently being made available through the Association's Web site and the Communiqué we introduced last year.

Your efforts are paying off! Meetings are being held with politicians and with major stakeholders, such as the Canadian Federation of Municipalities and the National Farmers Union, and others who were champions of our cause in the past and remain so today.

While other unions are spending large sums of their members union dues, CPAA enjoys the best and most resourceful of all assets, you, the members. Together, we prevailed in the past. Together, we will meet the challenges of the future.



## Health and Safety Update

by Shirley L. Dressler

With the winter season, please be reminded, it is important to our members and our customers that we ensure they have access to our buildings with health and safety in mind. Please provide the necessary precautions to ensure **snow and ice** will not be a Health and Safety issue. Be proactive in ensuring accidents do not occur due to slips and falls caused by snow and ice.

In preparation for the cold weather, be sure that windows are shut, doors are closed properly and furnaces are in good working order.

Health and Safety Representatives are reminded to perform their monthly inspections to make the workplace free from danger. Your monthly inspections are very important and are a requirement of the Canada Labour Code.

Postmasters have been, by default, delegated as the Health and Safety Representatives. Approximately 400 offices with representation from CUPW (RSMCs) and CPAA have members of both unions interested in being the Health and Safety Representative. These offices may require an election to establish the Health and Safety Representative. This process is still being determined and these offices will be notified as soon as possible. Until then, the Postmaster will continue to hold the position of Health and Safety Representative.

Health and Safety training packages have been distributed to many offices. For the Health and Safety Representatives who have not yet received the training package, we are expecting them to be sent within the next few months.

---

## Update on Sick Leave

by Shirley L. Dressler

The Corporation is taking a strong position on attendance for our members, especially with the use of sick leave.

Article 32 of our Collective Agreement provides for the use of sick leave and pre-scheduled medical appointments. If you have met the criteria for sick leave and the leave has been denied, please contact your union representative.



Clause 32.04 Prescheduled Medical Appointment states that:

*An employee is eligible for sick leave with pay when he is absent because of a prescheduled medical appointment requested by his doctor for the application of a medical procedure during that appointment provided that:*

- (a) the employee cannot reasonably schedule the appointment to avoid taking time off work and*
- (b) he has the necessary sick leave credits.*

It is the opinion of CPAA that if these criteria are met, then you are entitled to sick leave.

## Political Action – Not in the Workplace

by Daniel L. Maheux

In the wake of the release of the report on the Strategic Review of Canada Post Corporation, and more recently the Canadian Postal Service Charter, our Branches have been very active and successful in enlisting you, the members, to make a difference with our elected representatives.

All communications from the Branches were very specific regarding the petitions, resolutions and any other Political Action activities needed to be conducted on the members' own time and out of the workplace.

Despite all instructions to this effect, we unfortunately received reports from Canada Post Corporation that a number of petitions had been brought into the workplace. You, the members, need to understand that it is inappropriate to conduct Political Action activities in the workplace. While the employer has been lenient with those transgressions, we cannot take that leniency for granted.

**Please make sure that all Political Action activities are done on your own time and out of the workplace.**

---

### Catastrophic Events

At the April 2009 monthly consultation between the Canadian Postmasters and Assistants Association and Canada Post Corporation, the Association requested that it be put on the notification list for all catastrophic events which may affect our members. These could include **floods, forest fires, tornadoes, Post Office destruction, break-ins, etc.**, and the Corporation acknowledged our request.



This request was made so that the Association can follow up with the members to ensure the appropriate assistance, i.e. EAP, emergency shelter, relocation of the Post Office, etc., was made available to our members and, if need be, their families.

We hope to see concrete and positive steps taken by the employer shortly. The Association continues in its efforts to work with Canada Post Corporation to ensure the health and safety of all CPAA members. Nonetheless, until such time as established procedures have been implemented by the Corporation, we ask that, should you find your workplace or life affected by a catastrophic event, you can contact either one of your Branch Officers or the National Office. We will then liaise with Canada Post Corporation to ensure you are given assistance appropriate to your circumstances.

In solidarity,

Daniel L. Maheux

## DRUG INSURANCE

by Pierre Charbonneau

Three new drugs (Aldurazyme, Stelara and Revlimid) are now covered by Great-West Life. You must, however, seek permission from the insurance company first.



There are three (3) ways to obtain the authorization form:

- By telephone, at 1-866-716-1313 and mention the plan's number: 51391.
- Online, you must know your username and your password.
- By Intrapost, if you have access to a computer at work. (Ross or RPS)

Click on:

- You at Canada Post
- Benefits
- I understand
- Drug Plan coverage
- Enter the password: "Prescription" and click on CPAA employees' group.

When you are prescribed a new drug on the market, we suggest that you always confirm with Great-West Life Assurance Company and that you get your doctor to complete the authorization form.

---

## DUTY TO ACCOMMODATE

by Pierre Charbonneau

It is not always easy for an employee, unable to perform the duties to which he is assigned because of a disability, to find the resources it will take to start a suitable job.

CPAA can help you by asking the employer to comply with Clause 19.02 of the Collective Agreement. The employer (the Corporation) should take all reasonable measures, within the limits of undue hardship, to accommodate an employee. The Corporation, the Association and the employee have to **cooperate** to find a job appropriate for the employee.

If, sadly, you are affected by a serious illness or a major injury and you become disabled, please **contact a union officer** from your Branch. We will assist you and ask the employer to respect the rules related to Duty to Accommodate.

Unfortunately, participants can often be left out in a three-party (employer/employee/union) cooperation; the employee concerned should always ensure that all stakeholders are part of the discussion.

You know your employer, now it's up to you to act.



***In Memoriam***  
***From March 1, 2009 to October 31, 2009***



Mrs. Denise Potvin  
Warwick, Que.

Mrs. Yvette Thauvette  
Mirabel, Que.

Mrs. Michelle Hebb  
Cannington, Ont.

Mrs. Linda Dushnicky  
Beulah, Man.

Mrs. Shawna Lewis  
Juniper, N.B.

Mrs. Margaret Walsh  
Harbour Main, Nfld

Mrs. Beverly Rumpel  
Regina Beach, Sask.

Mrs. Karen Ruth Garrett  
Montague, P.E.I.

Our most sincere condolences to their family and friends.

---

**Robert Milton Carr**

**1918-2009**



On April 19, 2009, Robert Milton Carr of Charlottetown PEI passed away. He was the beloved husband of Mildred (nee Hyde), dear father of Lois Darley (John), Sandra Melanson (Rus) and Trudy Carr, and loving grandfather of Jennifer and Megan Melanson, and also Stephen, Elizabeth and Clare Darley.

Mr. Carr was born on October 7, 1918, in Oyster Bed Bridge, Prince Edward Island, and grew up on his family's farm. He was the oldest of six children, and one of two brothers old enough to serve in the Second World War. Mr. Carr enlisted in the army as a member of the 1<sup>st</sup> C Battery, Royal Canadian Horse Artillery, a Manitoba regiment. Once reaching England, he joined the 1<sup>st</sup> Canadian Medium Regiment as a surveyor. Mr. Carr took part in the Italian campaign and later joined the Allied Forces in Northern Europe and surveyed for Maritime Electric and finally served many years with the Canadian Postal Service. He began his postal service in 1953 as a letter carrier in Charlottetown, where he later became Assistant Postmaster. He then took a position as Postmaster in Borden PEI and transferred to Kensington, where he remained Postmaster until his retirement. He served as Director of CPAA from 1977 until 1981, when he was elected as Vice President in 1981. Mr. Carr retired on October 7, 1983.

# Minutes

## Canadian Postmasters and Assistants Association

### National Annual General Meeting

#### National Office

281 Queen Mary, Ottawa, Ontario

2009-10-03

There were thirteen (13) members present.

**Special guest:** Sue A. Verhelst, Dir., Saskatchewan Branch

Simultaneous translation was not provided.

**Call to order** Meeting was called to order at 10 a.m. by President Leslie A. Schous.

**O Canada!** The Board sang the National Anthem.

**In Memoriam** The Board observed one minute of silence in memory of members departed. National Secretary-Treasurer, Daniel L. Maheux, read the list of departed members.

**Introduction of the members of the National Board of Directors** All attendees and the guest signed the Annual Meeting Attendance book.

**National President's Report** President Schous read her annual report.

**Audited Financial Report** The audited National Financial Report was presented to the Board.

**Questions and Answers** Discussions followed on Labour Relations and the need to investigate the relationship between PSAC and its components from the components' perspective.

**Adjournment** Meeting adjourned at 11 a.m.



### *In Memoriam*



#### *From September 1, 2008 to September 30, 2009*

Mrs. Sandra Neufeld Rapid View, Sask.	Mr. John B. Campbell Peggy's Cove, N.S.	Mrs. Michelle Hebb Cannington, Ont.	Mrs. Linda Dushnicky Beulah, Man.
Mrs. Barbara Black Ingleside, Ont.	Mrs. Micheline Leclerc St-Claude, Que.	Mrs. Shawna Lewis Juniper, N.B.	Mrs. Margaret Walsh Harbour Main, Nfld
Mrs. Dolores Feehan Inverness, N.S.	Mrs. Marlene J. George Boylston, N.S.	Mrs. Beverly Rumpel Regina Beach, Sask.	Mr. Robert Carr Kensington, P.E.I. Past Dir. / Vice Pres. – Maritime Branch
Mrs. Adelaide P. Deveau Bell Cote, N.S.	Mrs. Denise Potvin Warwick, Que.	Mrs. Yvette Thauvette Mirabel, Que.	

Our most sincere condolences to their family and friends.

## ***JUST FOR YOU***

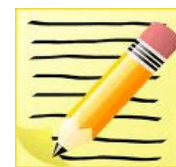
*by Pierre Charbonneau*

This training was held on the 20<sup>th</sup>, 21<sup>st</sup> and 22<sup>nd</sup> of October 2009. Sixty (60) CPAA members were selected from a draw to attend this training from the 419 registration forms received. You will find in the middle of this magazine pictures of the training. See below for a few comments from the participants.

The entire training team would like to thank all participants for their excellent work during these three (3) days. We hope we met your expectations and that, the information presented in relation to the trade union movement, legislation, Collective Agreement and rules that govern the workplace, will be useful and beneficial in accomplishing the tasks you need to perform each day.

The Training and Education Committee already set the next course dates in the fall of 2011 and this is ... ***JUST FOR YOU.***

### **Comments –**



"Hope everyone gets a chance to do the Just For You!"

"Thank you to the Trainers for sharing your expertise with us. It has definitely made a difference in the way I view the Union! I know I will utilize the knowledge I gained throughout this week."

"The entire week exceeded my expectations. The facilitators made us feel comfortable enough to get up and speak to our fellow workers. Something that I have never been able to do."

"Thanks for developing such a great course. I feel confident to go back to my office and encourage my brothers and sisters to start attending Union meetings and support CPAA."



Just For You  
2009/10/20-21-22



East  
Charlottetown, P.E.I.

Trainers: Leslie A. Schous  
Louise Ade  
Brenda McAuley

*Newfoundland & Lab.*

Baker, Lisa – Seal Cove FB  
Chislett, Lisa – Port de Grave  
Jackson, Heather – Whiteway  
Noseworthy, Dianne – Torbay  
Tobin-Evans, Daphne – English Harbour W  
Trimm, Doreen – Forteau  
Young, Greta – Cow Head

*Maritimes*

Frenette, Nancy – St. Leonard NB  
Gionet, Jeannette – Rexton NB  
MacIsaac, Ramona – Head of Jeddore NS  
McRury, Donna – New Victoria NS  
Taylor, Janice – Hartland NB  
Walsh, Wendy – Florence NS

*Elsewhere (in english)*

Colpitts, Esther – Shawville QC  
Willard, Barbara – Mansonville QC

Central  
Ottawa, Ont.

Trainers: Shirley L. Dressler  
Sonja J. Lemay  
James G. Roszell

*Ontario*

Barnes, Debra – Port McNicoll  
Gilholm, Julie – Sebringville  
Hamilton, Beverly – Bridgenorth  
Jones, Sandy – Washago  
Poirier Caron, Jeannette – Carlsbad Springs  
Rolfe, Johanna – Lakefield  
Thomson, Ann Marie – Lucan  
Vernier, Paulette – St Isidore de Prescott  
Young, Josée – Colborne

*Manitoba*

Bernat, Kimberly – Griswold  
Malo, Linda – Pine Falls  
Meilleur, Rita – Hodgson  
Staples, Sandra – Fisher Branch  
Wondrasek, Deanna – Russell

Central  
Montréal, Quebec

Trainers: Pierre Charbonneau  
Jacinthe Turcotte  
Chantal Guillemette

*Quebec*

Bilodeau, Lucie – Lac-Drolet  
Cyr, Simone – Cap-aux-Meules  
Demers, Isabelle – St-Henri de Lévis  
Dion, Jocelyne – Donnacona  
Frappier, Marjolaine – L'Épiphanie  
Lacoursière, Jeannine – Macamic  
Lapensée, Lise – Saint-Aimé  
Ménard, Gisèle – Plaisance  
Nault, Chantal – St-Guillaume d'Upton  
Pauzé, Michèle – St-Chrysostome  
Robert, Anne – St-Alexis de Matapedia  
Turcotte Lessard, Ginette – Standon

*Elsewhere (in french)*

Bouffard, Ginette – Val Rita ON  
Daigle, Ginette – Beresford NB  
Raymond, Nathalie – Allardville NB

West  
Edmonton, Alberta

Trainers: Daniel L. Maheux  
Lana R. Gilmore  
Sue A. Verhelst

*Saskatchewan*

Ehnisz, Darla – Mendham  
Hachkewich, Yolanda – Punnichy  
Maerz, Shirley – Imperial  
Richmond, Helene – Gravelbourg  
Venn, Glenna – Sovereign

*Alberta, N.W.T. & NU*

Dillman, Danielle – Flatbush AB  
Larter, Sherry – Botha AB  
Lawson, Bristol – Waterton Park AB  
Lightfoot, Chantel – Valleyview AB  
Wetsch, Maryann – Armena AB

*B.C. & Yukon*

Gillberg, Charleen – Sorrento BC  
Gilmour, Jane – Tahsis BC  
Rasmussen, Nina – Cumberland BC  
Russell, Margaret – Cawston BC  
Sutherland, Leslie – Houston BC

