

**Heritage Club
National
Head office Meeting – January 25, 2024
Via Zoom**

Present for Heritage Club:

J. P. Leguerrier
Bob Broomhall

Eldred Holmes
Marc Jacob

Lloyd Rogowski

Present for Canada Post:

Katherine Price-Raas - General Manager, Human Resources Development

The meeting was called to order at 14:30 EST by J.P. Leguerrier – President.

The meeting agenda was reviewed.

New Business

Action

Pres JP asked who from Head office is going to participate in the 35 th anniversary celebration of the Heritage Club annual conference that will be held in Ottawa in May. KPR replied that there is a travel restriction right now but as long as it is in Ottawa, she would attend and would try to get CPC President Doug Ettinger to also attend. Pres JP advised that he would like someone from the Recognition Program to address the Presidents on one of the two morning sessions, and someone as the keynote speaker for the banquet on the Wednesday evening.

KPR

Pres JP asked if it was possible to put something in an upcoming In Touch magazine to recognize the 35 th anniversary milestone. KPR will look into that. Pres JP to send an email to KPR with dates and times.

KPR /JP

KPR advised that there was not enough time to have a stamp to commemorate the milestone, nor if it fit the requirements. Pres JP asked if any swag could be developed to commemorate the event. KPR to look into it and asked for some Heritage Club artwork to send to suppliers. Pres JP to provide. Would require about 30 items of whatever is developed.

KPR /JP

Pres JP asked if Canada Post keeps records of number of retirees per year or if that needs to come from the Pension Centre. KPR thinks she can get that information, broken down by province.

KPR

Pres JP asked KPR if Canada Post was aware of the recent Quebec Law 25 and if it affect Canada Post and by extension the Heritage Club. KPR will ask Legal to provide an answer.

KPR

Pres JP asked about providing more information about the Heritage Club to new supervisors and new employees. KPR advised that Canada Post is currently updating their onboarding information package as they feel that it is currently too complex, and for this reason she felt providing more information on the Heritage Club was not a good fit, and that she would look at other avenues such as Intraapost.

KPR

Pres JP asked about the new Recognition program that had been described at the last Head office meeting. KPR gave us a demonstration of the new system.

complete

Pres JP asked about the status of the Alumni Card. KPR advised that she had conferred with Travel, and they found it too complex. Pres JP asked if we could at least have access to the list of preferred hotels and current travel policies and rates. KPR to look into that.

KPR

Pres JP initiated a conversation on local Canada Post contacts that we can use to resolve local problems and to work with on potential joint programs. KPR to look into local contacts in each area.

KPR

Pres JP asked about the status of Heritage Club members having access to the Canada Post Scholarship Program. KPR advised that the Scholarship Committee is unable to include the Heritage Club, as the program eligibility was set by the Board. CPC may be able to assist in some other way, but the Heritage Club will need to determine if they want to proceed in that direction.

JP

Pres JP asked about the Pension Consultation and Communication Group (CC group) as it has been in effect for about 10 years, but we get no communication from them. As the Heritage Club is the voice for

KPR

more than 22,000 Canada Post retirees, we feel we should be more informed, and would like to pursue possibly having an observer status at these meetings. KPR to put the Heritage Club in touch with the HR Team in charge of that area.

Pres JP asked if they were any foreseeable issues with this year's upcoming funding for the Heritage Club. KPR to let us know what might be needed for audit purposes.

KPR

Pres JP brought up the issue of Canada Life benefit claims taking a long time to resolve. KPR advised that CPC is aware of this and addressing it with Canada life.

KPR

Next Meeting

There was no date set for the next meeting, but a suggestion that a meeting should be arranged for some time later in the spring before the May conference.

There being no further business the meeting was adjourned at 15:20 EST.

R. Broomhall
Secretary, Treasurer

There was a follow-up meeting of the Heritage Club Executive – by Zoom at 15:30 EST. Present were J. P. Leguerrier, Bob Broomhall, Eldred Holmes, Marc Jacob, Lloyd Rogowski

There was a discussion regarding Quebec Law 25. We are not sure how it affects the Heritage Club as it appears from some business journals that it is targeting organizations (enterprises) carrying out organized economic activity. As a club we are not carrying on economic activities, but we do get remunerated by Belair Direct for providing contact information to them for advertising purposes. It was suggested that we should approach Belair to ask them to provide us with a legal opinion on Quebec law 25. Marc Jacobs will be meeting with Shawn McCord and the new Quebec Director in the coming days and will ask for this information. We are also waiting for a legal opinion from Canada Post

MJ

There was a discussion about the state of the national website, and how it has become very hard for users to do any updates as the pages are so locked down. Gail B can add some information for us, but it is not user friendly and does not lend itself to any local creativity. Bob advised that at this time, we are not paying anything to Force Five. It was suggested that JP should talk to Claude Bruneau regarding what he remembers about what Force five was to provide in the way of quarterly maintenance. We may want to look updating what we have. There was a suggestion that the web developer that Parkland used for online purchases may be a resource for the future.

JP

There was a follow up discussion regarding using return envelopes for membership renewal. Bob advised that he had talked to a recently retired RVU Superintendent, regarding creating a SOM for the number of envelopes returned. She advised that each chapter should speak with their RVU person. She would have had no problem with it as long as she knew. She also advised that if small SOM's were created, there would be no follow up, but a follow-up might occur if the mailing was larger than 80 to 100 pieces.

There was a follow up discussion regarding membership renewal and that Bytown Chapter had gone to 100% eTransfers. It was agreed that we should have Bytown do a presentation at the AGM as to how they achieved that and any problems or issues. JP to ask Bytown.

JP

There was a discussion about whether we should invite some former Presidents and Executive to the upcoming AGM as it will be a milestone event. It was agreed that this could get quite expensive, and it would be hard to determine who to invite and who would not be invited. It was agreed that Nick Ronsky should be invited as he was on the executive for 25 plus years. Bob has in his possession an Air Canada voucher from a cancelled flight that could be offered to Nick for him to attend. Bob to contact Nick.

BB

There was discussion regarding obtaining iPads for the three new executive members. Bob suggested we hold off until we have a better handle on the upcoming cost of the AGM and the funding from Canada Post. Bob will also canvas Lloyd and Marc to see if they require an iPad.

BB

There being no further business the meeting was adjourned at 16:15

**Action Chart Received from
Katherine Price-Raas - General Manager, Human Resources Development**

Item	Notes	Update
35 th Anniversary – Conference	<ul style="list-style-type: none"> Katie and/or Doug to attend and speak on May 8th 	<ul style="list-style-type: none"> Confirmed in Katie's calendar, with inquiry to Doug's Chief of Staff. Will update with his availability at a later time.
35 th Anniversary – Celebrate	<ul style="list-style-type: none"> Can we offer some sort of co-branded swag at the conference (need about 30 items) 	<ul style="list-style-type: none"> Please send a copy of the Heritage Club logo. An inquiry has gone to our vendor for some options
Retirement Data	<ul style="list-style-type: none"> Can we provide a report on number of retirements broken down by province for 2022, 2023 and then annually going forward 	<ul style="list-style-type: none"> In progress
Information Privacy	<ul style="list-style-type: none"> Can we confirm if the new Law 25 in Quebec applies to CPC? 	<ul style="list-style-type: none"> We have confirmed with Legal Affairs that our corporate position is that this law does not apply to CPC.
New Hires	<ul style="list-style-type: none"> How do we best inform employees of this club in a more meaningful way (intr@post? Bulletins?) 	<ul style="list-style-type: none"> In progress
Recognition Program	<ul style="list-style-type: none"> Recognition program walkthrough completed during the meeting 	<ul style="list-style-type: none"> Completed
Regional Relationships	<ul style="list-style-type: none"> Determine if a regional point of contact can be identified for each region 	<ul style="list-style-type: none"> In progress
Alumni Card	<ul style="list-style-type: none"> To provide travel per diem rates and other policy information on travel 	<ul style="list-style-type: none"> In progress
Scholarship Program	<ul style="list-style-type: none"> Club to assess if there is a desire to pursue something further 	<ul style="list-style-type: none"> N/a
Pension Consultation Group	<ul style="list-style-type: none"> Provide updates on how this is going, and determine if an observer role is feasible 	<ul style="list-style-type: none"> We confirmed with Julie Philippe (GM, Total Compensation) that there are no observers in these meetings. We could provide you with the names of the current pensioner representatives who have been elected by their peers so they could arrange to give updates as required. Information to follow.
Benefits Program	<ul style="list-style-type: none"> Frustration with the delays for benefits processing with Canada Life 	<ul style="list-style-type: none"> CPC is aware of this – Julie Philippe is meeting with the Senior team at Canada Life to discuss
Funding	<ul style="list-style-type: none"> Confirm if funding still coming and what accounting information is required 	<ul style="list-style-type: none"> In progress