

Members and Biographies of the Pension Advisory Council

Updated: December 2021

The Pension Advisory Council consists of 18 members

- [Five members represent Canada Post](#)
- [Five members are elected](#)
- [Eight members represent the unions and associations](#)

Five members represent Canada Post



Irshaad Ahmad

Chairperson of the Pension Advisory Council
since: March 2021

Also member of the Investment Advisory Committee

With more than 30 years of experience in the Investment industry, working with Tier 1 companies across Canada, the United Kingdom and Europe, Irshaad has built a solid foundation in investment consulting and amassed substantial technical knowledge across varied asset classes and investment strategies. He has held several executive positions where he significantly improved business performance and led investment strategy, consulting practices and large teams. Irshaad most recently held the title of Managing Director and Head of Institutional Europe for Allianz Global Investors out of London, England. Prior to this, he was Head of AXA UK and Nordics, UK CEO, for AXA Investment Managers; Executive Managing Director, UK, with Russell Investments Canada; and a Principal and National Partner with Mercer Canada. Irshaad earned a bachelor's degree in mathematics and statistics from the University of Toronto.



Rindala El-Hage CPA, CA

Ottawa, Ontario

Canada Post Representative
Member since: August 2017

Rindala El-Hage joined Canada Post in 1998 as an officer in Corporate Taxation and has held progressively more responsible positions in Finance. In her current role of General Manager, Treasury, Taxation and Pension Services, Rindala manages all tax aspects for the Corporation including planning, risk management, financial reporting and compliance. She also oversees the finance support as well as the accounting and reporting for the Pension Plan. In addition, she leads the Treasury function ensuring the effective management of the Corporation's cash and cash-related assets and financing activities as well as the management of the Corporation's insurance program and corporate claims including prevention and mitigation strategies. Prior to joining Canada Post, Rindala worked as a tax specialist at Deloitte. She has a Bachelor of Commerce degree with an accounting specialization from the University of Ottawa and holds a CPA, CA designation.



Lou Greco MBA, CPA, CMA

Ottawa, Ontario

Canada Post Representative
Member since: November 2015

Lou Greco joined Canada Post in 2005 and is currently the Director, Pension Services Finance. Other roles he has held at Canada Post were Director, Market and CRM Finance and Director, Corporate Planning and Product Revenue Measurement. Prior to joining Canada Post, Lou worked in the high tech sector for companies such as Siemens, Hewlett Packard and JDS Uniphase in the areas of finance, customer operations and contract management. Lou has an engineering degree from Queen's University, an MBA from McMaster University and a holds a CPA, CMA designation.



Julie Philippe CHRP

Ottawa, Ontario

Canada Post Representative

Member since: April 2017

Julie joined CPC in April 2017 on a special assignment to review and modernize the management positions framework at CPC. In September of 2017, she was appointed General Manager of Total Compensation at Canada Post Corporation. She is a dynamic, experienced and bilingual people leader with more than 30 years of progressive experience in the public sector and is a respected and recognized leader in the areas of cash compensation, employee benefits and pensions with a large network of contacts in the industry across Canada. She has managed multifaceted and complex policy issues, particularly in the areas of compensation, pension and benefits policy. She also chaired the employee and retiree Pension Council and was the designated human resources representative on the Pension Fund Trustee Board responsible for reporting on regulatory compliance, pension and policy concerns at Canada Mortgage and Housing Corporation from 2008 to 2016. In her most recent role as Director of Total Compensation at CMHC, she was regularly called upon to provide subject matter advice to senior management, the Board of Directors and provided ongoing support and guidance to the employees of the organization.



Ariane Sauvé

Ottawa, Ontario

Canada Post Representative

Member since: December 2021

Ariane is Director of Brand and Corporate Marketing within the Communications team. She joined the company in 2005 and has held progressive roles within the Marketing, Strategy, Brand and Communications functions. In recent years, in addition to managing the Brand portfolio, she has been Communications' lead on projects related Canada Post's Environmental, Social and Governance (ESG) responsibilities including Indigenous & Northern Reconciliation, Equity, Diversity & Inclusion and Accessibility among other files. Prior to Canada Post, she worked on various marketing & communications mandates within the federal government. She is bilingual and has earned an MBA and a Bachelor of Commerce in Marketing from the Telfer School of Business at the University of Ottawa.

Five members are elected



Karen Kennedy

Edmonton, Alberta

Representative of the retired members

Member since: May 2017

Karen Kennedy retired from Canada Post in 2014 after 40 years sorting mail, working at the retail counter, and in the depots supporting parcel delivery and letter carriers. Elected as the full time Secretary-Treasurer of the Edmonton Local in 1998, Karen focused on learning about the pension in order to assist postal workers. She was an active member of the Canadian Labour Congress Literacy Working Group, facilitating union literacy and clear language courses. In 2007, she was appointed by CUPW to work on the joint collective agreement Clear Language Committee with Canada Post. After her retirement, Karen became involved with the Congress of Union Retirees of Canada (CURC) and is an executive member of the Alberta Federation of Union Retirees (AFUR). Karen is an active volunteer in her community and continues to volunteer with the CUPW, facilitating pension courses and assisting retiring members. She is a member of the National Organization of Retired Postal Workers (NORPW) and committed to protection of the pension plan and the financial security of retirees.



Jaye Poirier

Ottawa, Ontario

Representative of active members not represented by a bargaining agent
Member since: June 2021

Jaye Poirier joined Canada Post in 2000. Currently a manager in AccessHR, Jaye has over 17 years of pension administration experience. Her previous roles include Pension Policy, Pension Centre Manager & Interim Pension Administration Director. Jaye is experienced in working towards employee-centric solutions and communications. An avid mental health advocate, Jaye also volunteers as a crisis line responder and holds the Certified Employee Benefit Specialist (CEBS) and Retirement Plans Associate (RPA) designations.



David Taylor

Ottawa, Ontario

Representative of the retired members
Member since: September 2020

After working 31 years at Head Office in Finance, Corporate Planning, Internal Audit, and Regulatory / Government Relations, David retired in 2019. He has an economics degree and over the span of his Canada Post career, David was engaged as a key researcher / expert in postal economics, regulation, international postal reform and governance. He has worked on all major CPC mandate reviews undertaken since the 1990's. Additionally, David has collaborated on various international and trade-related assignments and treaty negotiations / disputes under jurisdiction of multilateral bodies such as the Universal Postal Union, World Trade Organization, Comprehensive Economic Trade Agreement and NAFTA (including most recently the Canada-U.S.-Mexico Agreement). In 2016, David served as PAC representative for employees not represented by a bargaining agent and in 2018 as the alternate PAC representative.



Raymond Tsang

Toronto, Ontario

Representative of all active members of the Plan
Member since: November 2021

I am a certified actuarial professional: Associate of Society of Actuaries (ASA) & Associate of Canadian Institute of Actuaries (ACIA). I am still an active member of these two actuarial institutions. I had worked in life insurance and in the pension industries for more than 15 years and previously associated with Foresters, Sun Life and RBC. I had worked on pension valuation for both active and retired lives for both DB & DC pension plans and am familiar with Canadian Pension Regulation. I have worked for CPC (SCLPP-Shift 3 MLOCR section) since 2014.



Peter Whitaker

Orleans, Ontario

Representative of the retired members
Member since: May 2017

Peter Whitaker joined CPC in 1970 and was active in CUPW, serving in many local and national positions, including as negotiator from 1982 to 1999. Since CPC announced its plan to restructure our pension and the government-announced TBP, he has been working to defend our Defined Benefit Plan. Peter wrote the retiree brief opposing the proposed Target Benefit Plan and has been working closely with the presidents of CUPW, UPCE and CCAA and many activists and retiree groups. He vows to keep you informed and will work to stop the destruction of our DBP.

Eight members represent the unions and associations



Jean-Charles Bédard

Ottawa, Ontario

PSAC/UPCE Representative
Member since: October 2020

Jean-Charles Bédard has been working as a clerk in the CPC Pension Centre, with the Pension Settlement team, since 2010. He has been a CPC employee since 2008. In 2012, he was appointed as Vice-President of PSAC/UPCE Local 70180. As union representative, he completed various training on job-related topics such as harassment, duty to accommodate, and he is a certified mental health advisor. Jean-Charles is a member of the Local Health and Safety Committee and the Campus Emergency Management Organization.



Beverly Collins

Ottawa, Ontario

CUPW Representative
Member since: May 2015

Beverly Collins was elected National Secretary-Treasurer at the May 2015 CUPW National Convention. Prior to her election, she held the full-time position of Secretary-Treasurer of the CUPW Ottawa Local. She was also a member and subsequently President of the CUPW National Board of Trustees. Beverly has extensive knowledge of the collective agreement and in her responsibilities as Secretary-Treasurer, she provided clarification and support to the membership. She also facilitated pension courses. Beverly holds, for the past 30 years, a position of Letter Carrier in her employment with Canada Post.



Rona Eckert

CUPW Representative
Member since: May 2015

Biography not available.



Jean-Philippe Grenier

Ottawa, Ontario

CUPW Representative
Member since: June 2019

Jean-Philippe Grenier was elected 3rd National Vice-President of the Canadian Union of Postal Workers at the National Convention in May 2019. Prior to his election to the CUPW board, he served for almost five years as a coordinator for successful CUPW campaigns, including *Save Canada Post* and *Delivering Community Power*. In his position at the National Office, Jean-Philippe will continue to promote major elements of these campaigns, in particular the electrification of Canada Post's fleet of vehicles and the creation of a postal bank. Jean-Philippe has been a postal worker since 2008.



Dwayne Jones

Ottawa, Ontario

CPAA Representative
Member since: March 2020

Biography not available.



Sylvain Sicotte

Gatineau, Québec

CUPW Representative
Member since: November 2020

Sylvain has been a postal worker since 1997, working primarily as a postal clerk, despatch clerk and letter carrier. In 2019, he was elected as a union representative for French-language grievances. Previously, he worked as a union representative for the Montréal Metropolitan Region from 2015 to 2019.



Rick Williams

Ottawa, Ontario

APOC Representative
Member since: August 2019

Biography not available.



Vacant

Representative jointly selected by PSAC/UPCE, APOC, and CPAA

APOC Association of Postal Officials of Canada
CPAA Canadian Postmasters and Assistants Association
CUPW Canadian Union of Postal Workers
PSAC Public Service Alliance of Canada
UPCE Union of Postal Communications Employees