

Members and Biographies of the Pension Advisory Council

Updated: August 2018

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



Douglas Greaves HBA, CFA, IC.D.D

Toronto, Ontario

Chairperson of the Pension Advisory Council
Member since: July 2001

Also member of the Investment Advisory Committee

Doug Greaves is the Vice-President, Pension Fund and Chief Investment Officer of Canada Post Corporation. He joined Canada Post at the inception of its Pension Plan in 2000, and was responsible for establishing the Plan's investment strategy and investment operations. Today, Doug continues to be responsible for managing all pension investment activities of the Plan, leading a team of about 30 investment professionals in the management of total assets which today exceeds \$25 Billion Canadian dollars. Doug has broad investment experience managing Canadian and U.S. equity and bond portfolios as well as private equity and real estate investments. Prior to joining Canada Post, he held senior investment positions with Workers Compensation Board, Ontario Municipal Employees Retirement Board and North American Life Assurance Company. Doug received his Honours in Business Administration (HBA) from the University of Western Ontario. He is a member of the CFA Institute, the Institute of Corporate Directors, the Pension Investment Association of Canada, and the Canadian Coalition of Good Governance. Doug is a member of the Pension Board of Directors, United Church of Canada Pension Fund, and is a member of the Investment Committee of the University of Western Ontario Endowment Fund.



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.



Kateri Saumure BA Cmn

Ottawa, Ontario

Canada Post Representative
Member since: August 2015

Kateri Saumure is Director of Language Services and leads a team responsible for quality and consistency of writing and translation in both official languages. She joined Canada Post in September 2000 as a Communications Officer and has held various manager roles before becoming director, including Manager, Online Presidential and Employee Communications and Senior Editor responsible for the establishment and application of high-level corporate writing standards in both English and French. Prior to joining Canada Post, Kateri had a 14-year career as a news and current affairs reporter at Radio-Canada in Montréal, Winnipeg and Ottawa. Kateri earned a Bachelor's degree in Communications from Université du Québec à Montréal. Kateri will play an active role in ensuring that pension messages are communicated to the appropriate audiences in a timely fashion.

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.



Max LeBreton

Ottawa, Ontario

Representative of all active members of the Plan
Member since: April 2017

I've been part of the CPC Pension Centre since its inception (2004). I am also a PAC member currently acting as your representative. It's been an amazing experience so far and I wish to continue. I believe I have all the skills, knowledge and expertise to represent you well. On a daily basis, I touch all different aspects of the pension and work as a specialized agent doing pension transfers, account reconciliations, special projects and supervise the Event team who is responsible for sending pension kits to members. I'm fascinated by the Pension world and remain an excellent resource for the members I represent. My job is to make sure you are all well represented on the Council. I graduated from CCNB, Bathurst, in Electronics Engineering in 2001; completed two years in Economics from the University of Ottawa; and hold a Pension Plan Administration Certificate from Humber College (2010).



William (Bill) R. Price BA, MA

Ottawa, Ontario

Representative of the retired members
Member since: June 2001

Bill retired from Canada Post Corporation (CPC) in 2003 after a 30-year career holding numerous executive positions in Finance (i.e. Chief Economist, Pricing, Product Costing, Regulatory Affairs and Corporate Planning). Bill also was a member of the CPC team that negotiated the terms of transfer of the pension plan from the *Public Service Superannuation Act* to CPC. After Bill's retirement, he became a private consultant. Bill received his BA and MA in Economics from Simon Fraser University. He recently retired after 8 years as a member of Heritage Ottawa's Executive and Board of Directors but remains very active in heritage conservation. Bill has served on the Pension Advisory Council for over 15 years with terms as the Representative of CPC retired and all active members and is also an elected retiree representative on the Communications and Consultation Group. His academic and work experience in economics and finance and knowledge of CPC's financial challenges and legal framework permit him to ask the right questions to help ensure the security of the pension plan.



Chantal Séguin Flamand BBA, PPAC

Ottawa, Ontario

Representative of active members not represented by a bargaining agent
Member since: June 2018

Chantal has 27 years of experience with Canada Post, including more than 10 in governance within the CPC pension plan and the Pension Advisory Council. Her knowledge in good governance includes the administration of a pension plan and the investments of assets of the pension funds. Throughout her career, Chantal acted as the Compliance Trading Officer for the pension plan, supported the functioning of the CPC Board committees during her tenure at the Corporation Secretariat and held different administrative positions in several different functions. She is currently Manager, Process Design and Continuous Improvements within the Finance Control & Improvement Team. Chantal holds a Bachelor in Business Administration from the University of Ottawa, a College Prep Diploma from the CEGEP and a Pension Plan Administration Certificate from Humber College.



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 CPAA 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



Cameron Clay

Ottawa, Ontario

APOC Representative
Member since: May 2017

Cameron Clay has been the 2nd National Vice President of APOC since June 2016. Prior to this, he held the position of Atlantic Divisional Vice President from November 2015 to June 2016, Alternate DVP from 2013 to 2015 and PEI Branch President from 1992 to 2015. Cameron was a supervisor at CPC from 1989 to 2013 and Superintendent from 2013 to 2016.



Madeleine Cleroux

Ottawa, Ontario

CUPW representative
Member since: October 2008

Madeleine Cleroux has been a postal worker for 27 years and was elected to a full-time union position for the Canadian Union of Postal Workers in 2008. Her duties as a union representative include answering Canada Post pension plan members' pension-related questions as well as facilitating pension education seminars. This is Madeleine's third term sitting on the Pension Advisory Council. When appointed to the Council, she received training on pension-related topics. She has also attended other seminars pertaining to pension. In her employment with Canada Post, she holds a position as a Letter Carrier in Ottawa. Her post-secondary education includes economics, accounting and Women's Studies.



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.



Jacqueline Gujarati

Mississauga, Ontario

PSAC/UPCE Representative
Member since: August 2018

Jacqueline has been a proud UPCE member and Canada Post employee since 1985, with the majority of those years spent working in Finance. She is a UPCE National Executive Officer and 2nd VP of Toronto Local 00108. She is actively involved in the Regional PSAC through the Racially Visible Action Committee (RVAC) where she has held the position of Treasurer since 2015; and is also an Alliance Facilitator, delivering Union Education. At the UPCE National level, Jacqueline is on the PSAC National Human Rights Committee, CPC Joint Human Rights Committee, Bargaining Team (2016/17), and Alternate on the CPC Pension Advisory Committee since 2015. She graduated with Honours from Seneca College of Applied Arts and Technology and holds a Foundations in Trust Management Standards Certificate. Jacqueline is dedicated to serving and protecting the rights of employees in the workplace, and in creating an inclusive society. She is more than interested in the protection of guaranteed vested pension benefits, and in ensuring employees' retirement incomes are secure and predictable.



Sylvain Lapointe

Montréal, Québec

CUPW Representative
Member since: May 2015

Sylvain Lapointe is CUPW National Director, Montréal Metropolitan Region, and is also Vice-President at the Bureau de la FTQ. He was Chief Negotiator for the 2015/2016 urban unit round of bargaining for the Canadian Union of Postal Workers (CUPW); he has participated in several previous rounds of negotiations. Sylvain began his career as a letter carrier in 1978 and then started as a despatch shipper in 1981. He became involved with the Union as a steward in 1981 and became a member of the Montréal local executive in 1993. He then became a national union representative and then national grievance officer at head office in Ottawa. He was elected president of the CUPW Montréal local section in 2002, became regional director of grievances in 2008 and has been a national director since 2011.



Daniel Maheux

Ottawa, Ontario

CPAA Representative
Member since: October 2007

Daniel joined Canada Post in 2004, and is currently Postmaster for the Peachland BC Post Office. He opted to take an active role with CPAA. His enthusiasm, problem solving abilities, dedication to the rights of workers, strong ethics and prior work expertise earned him the respect of the members, fellow board members and Canada Post representatives. Before joining Canada Post, Daniel earned his helicopter license and enjoyed a prominent 22-year career in the commercial air-transport industry; first with Canadian Airlines International and ultimately with Air Canada. Since being elected at the National Office of CPAA, Daniel has been the Chair and a member of various Committees. He is currently serving as Chair of the Negotiating Committee, Co-chair of the Labour Relations Committee, member of the Political Action Committee and the Job Evaluation Committee and member of the Pension Advisory Council for CPAA. Having been elected for four consecutive terms as National Officer, Daniel serves as National Vice-President.



François Paradis

Ottawa, Ontario

Representative jointly selected by PSAC/UPCE, APOC, and CPAA
Member since: April 2015

François Paradis graduated from a paramedic program in 2006. His substantive position at Canada Post is Supervisor in the Pension Center. François has a Human Resources Management Certificate, a Pension Plan Administration Certificate, and is a CLC Labour College graduate. He is the current UPCE National President.

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