

Consultation Minutes

Canada Post Corporation

And

The Association of Postal Officials of Canada

Gateway

February 20, 2013

APOC

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Agenda Items

Review of previous consultation minutes

1. Training for TCR – Update

The Association inquired about how people are trained for this role? The Corporation advised that it is done by peer mentoring, there is no formal training. The Association requested a standardized training format. The Corporation advised that the current TCR people would have to put this together as a local initiative. There can be some guidelines for systems however management will have to follow up with the possibility of creating a training package or protocol for the knowledge.

Update: There will be 3 people identified by the Association (1 per shift) to be on a working committee to create a package to support people moving into this role in the future. Engineering and Learning & Development have been contacted for their support. The Corporation will follow up with names of the committee members.

Update: Oct /12 – 3 people have been identified to assist in information gathering to develop the training program.

Update: Nov/12 - The Association identified 1 person to assist. The individual will require some time and the format to be used. The Corporation advised that this will be organized in early 2013.

Update: Jan /13 – The Association feels that this still needs to be addressed. The Corporation responded that it is ongoing and is being addressed. Information and documents are being gathered.

Update: Feb /13 - This is ongoing. There is a dock profile being reviewed that will take until June /13 to complete.

2. TEO / International

The Association advised that there is a situation where there is 1 person on day shift but not on Friday afternoon so this leaves only 1 Supervisor to manage. The Corporation advised that it is necessary to do this otherwise the schedule to provide coverage will vary a lot, changes to provide better coverage will result in changes to the rotation day patterns. If there is an issue the Supervisor must advise their Superintendent and request assistance. The Association advised that they will review this concern.

Discussion On hold – 13.6 Change notice was issued. APOC to review and advise of changes.

3. Incident / Accident Investigations

The Association requests that an APOC representative be involved in any accident investigations that affect APOC members. The Corporation will review this request.

Update: Oct /12 – The Corporation advised that we will share the information with the Association however we will not be changing the current practice.

Update: Nov /12 – The Association advises that if there is an injured member and an I/A log is created then there needs to be an APOC rep present. If in the event that a claim is denied then APOC needs information. This was the past practice. The Corporation advised that first aid is the first priority; there should be no union reps in the room until the employee is treated. Once the investigation starts then the LJSHC takes over. The Corporation advised that they will follow up with the process nationally.

Update: Feb /13 – For medical situations the person needs immediate assistance. The Association will not be involved in the first aid aspect but will be involved in the accident review.

4. Acting Assignments

The Association inquired about the status of the acting assignments. The Corporation advised that there are still acting assignments and anticipates resolving these in October.

Update: Oct /12 – It is anticipated that there will be formal approval of the Expeditor roles. This will resolve 3 positions once the staffing process is completed.

Update: Nov /12 – The people in acting roles will be returning to their positions in Jan /13.

Update: Jan /13 – The Expeditor positions are on hold until a review is completed at a national level. There are 3 people that are acting in alternate roles within the bargaining unit and they are being compensated within the pay range of the roles. Furthermore the positions have been backfilled.

Update: Feb /13 – The Corporation advised that we hope to have all the people back in their positions by the next meeting. Currently there are 2 accommodations being reviewed for placement in the Expeditor roles.

5. RVU Rotation of Duties Schedule

The Association advised that there is a Supervisor that starts at noon. The rotation of duties will change and it appears that the day shift Supervisor will become relief. The Association requests clarity on how the work will be allocated. The Corporation advised that it will review this with the Manager to provide clarity to the Supervisors.

Update: Oct /12 – There was a follow up meeting with the RVU team to discuss the rotation of duties. A schedule was agreed upon.

Update: Nov /12 – The Association advised that now there are 3 RVU offices. There was no discussion regarding coverage for 3 offices. The Corporation advised that we will proceed with the bid as was agreed to in the 13.6 consultation and will review the concern related to the 3 offices.

Update: Jan /13 – The Association advised that there can be some challenges in the West office since there is only 1 Supv there. The Corporation advised that there will be a transition of activities into the West office where there will be more activities. There will still be activity on the East dock for the RVU but we hope to move most of the paperwork to the West. This concern is being addressed but will take some time, following this there will be a review of the Supervisors' hours. The Corporation will follow up to determine the timing of the transition.

6. TEO Appointment

- a. **TEO East** - The Association raised the concern regarding the posting of the TEO position. The Corporation advised the work was a change in the reporting structure in Oct when it moved to the East Manager. There has been no change in the bidding and vacation schedules. The work centre will be relocated in the future. The Association advised that they will support the temporary change in reporting.
- b. **TEO West** – The Association raised the concern regarding the West TEO indicating that this position was not bid. The Corporation stated that it was posted for bid previously and will advise when this was done. The position was posted for bid then it was moved. The Association advised that this position may need to be rebid. The Corporation stated that the in Mech O/S then moved to TEO, if necessary it can be back into Mech O/S and await the 13.6 change notice. The position was relief. The Association indicated that the position should be moved back into Mech O/S and await the 13.6 notice.

Update: Feb /13 – The Corporation stated that effective next week everyone will go back to their positions.

7. EUSS Staffing

The Association stated that there is a need for a Supervisor for the EUSS on Shift #2. The Corporation stated that this will be addressed in the 13.6 notice.

8. Superintendent Staff

The Association stated that the Superintendent status is confusing and needs to be fixed. The Corporation advised that Shift #2 TEO went to the Packet Supt Shift #2. The 13.6 notice will adjust the current levels to support the positions.

Update: Jan /13 – The Association advised that this situation is still confusing for the Superintendents. They are not in the orgs. with the proper roll ups or access. The Corporation advised that this was previously discussed. It is possible that some org changes may impact on the classification level of the Superintendents.

Update: Feb /13 – The Association stated that there are still concerns; people do not have access to the Supervisors. The Corporation stated that there will be some changes made to address this. If there are ongoing issues then the PCR group has access and can provide assistance.

9. Equal Opportunity Interpretation East and West

The Association advised that there is a difference in canvassing overtime to CUPW on the East and West sides of Gateway, this creates conflict with both sides. The Corporation asked if this was raised to the Managers. The Association responded

that the lists have not been updated and inquired how to apply this. The Corporation responded that if this is blanket Overtime then no one is charged with an opportunity. It is only an opportunity if a selected number of people are wanted.

Update: Feb /13 – The Association advised that this is still a concern. The Corporation advised this will be addressed with the Manager.

10. Update to the 13.6 Change notice

The Corporation advised that once the CUPW staffing is finalized then the discussion regarding the APOC 13.6 notice will resume.

NEW BUSINESS

12. Pre Retirement

The Association stated that it does not agree with the annual leave and pre retirement process, it is not consistent with other Offices. The Corporation responded that there are sufficient weeks. If there are exceptions then they will be considered. We will be proceeding with the plan proposed.

13. Appraisals

The Association stated that there are concerns with the appraisal process. There is some confusion with the 2 and 3 ratings and whether there are bidding and transfer rights. Also the members did not know what to expect. The Corporation responded that any concerns will be followed up with the Manager along with the APOC rep if desired. A rating of a 2 – Met most expectations does not mean that the person is not putting forth the effort.

14. Console Operator bids

The Associations stated that there is some concern regarding the status of the TCR positions versus the TCO positions. The Corporation advised that they are different jobs and are in different Offices within APOC, people can transfer but they are separate Offices.

15. Staffing

The Association stated that there are a lot of people not in their positions. The Corporation responded that if they are relief then they can be placed into other positions as a part of being relief. We will be posting all the positions to address the vacancies then we will be able to move ahead with the staffing process. On Feb 24th the Expeditors will go into their new jobs. We will attempt to reduce the amount of movement of people. The Association stated that there will be shortages of people in

some areas, is there a plan to address this? The Corporation advised that positions have been offered however we will have to wait for the staffing process and cover with temp supervisors where we can.

Meeting Adjourned.

Next Meeting

Wednesday March 20, 2013 @ 8:00am