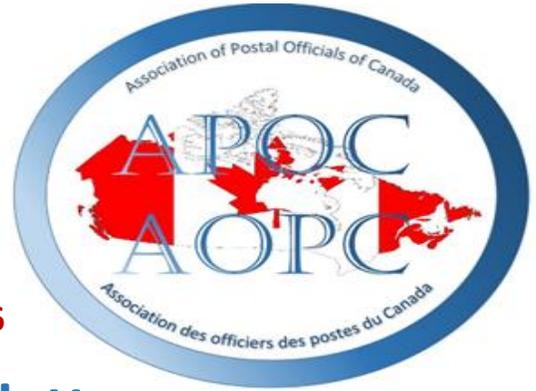


Association of Postal Officials of Canada

# York Branch

[www.apocyork.com](http://www.apocyork.com)



2750 14th Avenue, Unit G-14 Markham, ON L3R 0B6

## January - February 2021 Newsletter

**Next General Membership meeting is January 17 through TEAMS (virtually)**

**Sandra Burgess**

**Branch President**

[burgess@apoc-aopc.com](mailto:burgess@apoc-aopc.com)

416-432-2137 or 905-479-5950



Colleagues,

Hope you and your family enjoyed the festive holiday season despite the turbulent 2020 year.

Annual Leave Consultations are ongoing for some offices. As the Association continues to negotiate for a no black-out period for the 2021/22 year, there is no surprise that we are faced with resistance from the Corporation. Although for the past number of years, the black-out period was negotiated at the National level and the locals were advised of the final decision. As per the Collective Agreement, moving forward the annual leave negotiations return to the local level. Should there be an impasse at the local level, the issue is escalated to the DVP. When consultation has been completed for each office, you will be notified by your Team Leader when the annual leave will commence.

Members who suggested that cards be reinstated as a confirmation of their APOC membership, I am happy to advise that the National Office has taken your suggestion into consideration and has delivered cards for members in good standing. We will provide an update regarding distribution of the cards in the coming months.

A big thank you to members who took the time to submit amendments to articles and new amendments for the upcoming negotiations. We wish the negotiations team good luck in the coming months as they strive to secure a better Collective Agreement.

Elections for representatives were held and are ongoing for a few offices. Announcements will be made in the coming weeks of the successful candidate for the respective offices. Information will be posted on the local website.

In order to participate in the upcoming general membership meeting, you are required to provide a personal email address (non CPC) to the V.P. of your office. Meetings will be held via Teams and you will be notified of the time your office session will be held. Wishing you a safe and healthy 2021.

*"The best time for new beginnings is NOW" Kapten & son*

**Kathleen Rogers**

**Branch Secretary/Treasurer**

[sectrea@apocyork.ca](mailto:sectrea@apocyork.ca)

**416-557-8314**



Happy 2021 Everyone

APOC York Branch Members, and Non-members

**Members** - For some it has been many years since you have completed your APOC membership application. On your application you would have identified a beneficiary. Has your beneficiary changed? Keeping your legal APOC beneficiary information up to date is very important. Please reach out to me if you require a change to your beneficiary information.

**Non-members** - Did you know completing your APOC membership application and submitting the legal necessity of \$5.00 for processing, entitles your beneficiary to a basic life insurance for \$20,000 and the option to request more.

Being a member in good standing, also gives you the ability to Vote in elections, place a vote at general membership meetings, to submit requested changes to our APOC York Constitution to be voted on, and APOC Collective agreement to be ratified and more.

If you have not yet completed your application to become an APOC member in good standing or require further information, please contact your area representative or me via email or by telephone.

Considering the challenges and life changes we all faced in 2020, I saw great leadership, new and stronger teams, helping each other, knowing we together can achieve almost anything. I am very proud of what we all have accomplished in 2020, and looking forward to the new year ahead.

**Wayne Burey**

**T/H/M VP**

[thmvice@apocyork.ca](mailto:thmvice@apocyork.ca)

**416-347-7165**



Hello everyone,

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No update provided at this time.

Please attend the virtual teams meeting on January 17<sup>th</sup> for the update.

Please send email to Wayne Burey at [thmvice@apocyork.ca](mailto:thmvice@apocyork.ca) to provide a personal email (non CPC) to receive a teams invite to join the meeting.



**Dillon Lumsden**

**Delivery East VP**

[delvice@apocyork.ca](mailto:delvice@apocyork.ca)

**416-347-7162**



2020 is behind us but some of its challenges remain! Covid-19 continues to dominate our lives. Members are reminded to remain vigilant ensuring you maintain good PPE habits and follow all LJOH, corporate and Health Canada direction. With vaccines in circulation driving a medical solution, maintaining the social distancing and PPE's remain our primary individual defense.

Staffing challenges = covid-19, turnover, transfers, promotions, leave (other), support groups, we continue to throw the kitchen sink to plug the holes and gaps in our staffing model. APOC York continues to review the staffing model in Montreal to allow for a trained relief pool available to meet our ongoing GTA staffing challenges.

Some depots are non-compliant in maintaining and distributing the equal opportunity list. Please reach out to your rep or APOC office with any violations. In an effort to proactively engage with members and local depots, delivery is consulting with local management for the association billed time to hear and address concerns. Thank you to those who took the time to read our collective agreement and submit change request to our **2021 bargaining team** for this contract negotiation year. APOC must continue to evolve to meet the new challenges facing our company, jobs and our Association.

Our General meeting has transitioned to virtual Teams meeting by office. Please visit our website for the next GM meeting date and the time slot for delivery.

**Diversity focus continues** and requires all hands on deck, if you see something say something!!

[diversity.diversite@canadapost.postescanada.ca](mailto:diversity.diversite@canadapost.postescanada.ca)

**Jennifer DiMeo**

**SLPP VP**

[slppvice@apocyork.ca](mailto:slppvice@apocyork.ca)

**416-460-4234**



Happy New year everyone.

As we enter the new year, we are still facing the same challenges with COVID 19 and staffing issues. I will be requesting further support from the Corporation. I sent an email out in December regarding interest for the APOC rep positions for all shifts. The reps for each shift are as follows: Shift 1 – VACANT, Shift 2 Debra Hunter, Shift 3 Jennifer Dimeo. No one came forward to express interest for the position on shift 1. If anyone is interested at all to fill this position, please contact me by email.

Please reach out to me by email or phone listed above, if you have any questions or concerns. I will respond as quickly as possible.

**Stone Blemano**  
**Gateway VP**

[wlppvice@apocyork.ca](mailto:wlppvice@apocyork.ca)

416-459-1871



*January 2021*

As we say goodbye to the year 2020 we welcome 2021 with a lot of unknown variables. The COVID19 situation is getting worse. We still have a lot of concerns with APOC work centers that are not protected at all. The engineering and project management teams reviewed and modified some of the work centers. Please let the APOC representatives on your shifts know what your concerns are with the unprotected work centers.

The workload concerns have not changed despite the increase in APOC staffing. The effect is more noticeable on the night shift. We are working with the Corporation to staff these positions as soon as possible. The number of CUPW employees in the organizational charts is still being reviewed due to CUPW movement and the additional APOC positions.

The issues about clothing for outside work is still being discussed. This is long overdue. APOC's position is that clothing should be allocated according to the job functions. Some positions require that we get out in the cold and hazardous conditions to perform duties in extreme bad weather. This is a safety concern and we are working with the corporation to resolve it.

The enforcement of the plant safety rules is starting in January 2021. This is going to be challenging. Traditionally the East and West plants deal with such issues differently. Please do not hesitate to ask for assistance when dealing with enforcement of the plant rules. We must all lead by example and address the non-compliance collectively to support each other and the safety of our employees and ourselves.

**Sharon Griffith**

**Sales and Serve VP**

[salesvice@apocyork.ca](mailto:salesvice@apocyork.ca)

416-347-7146



Dear Colleagues,

Happy New Year!!! Welcome to 2021 and hoping that this year will have less challenges than last year. As we approach the beginning of New Year I want you to think about what you did last year to overcome the challenges that dealt with during Peak to support our valued customers. Sales and Serve played an integral role in advancement of both our customers & corporation through our dedication and hard work demonstrated throughout the year.

Despite the challenges we all faced both professionally and personally, we pushed hard and made it through our toughest peak yet. I know it was hard for sales as a significant portion of the year, you were not able to sign new parcel business and Serve implementing & monitoring customer allocations throughout the early days of COVID and Peak

I want you to keep all of this in mind for your year end. This is your time to shine and remind the Corporation how valuable we are so start thinking about your year ends. We will also be getting our 2021 PMP's and new customers to our portfolio and territories. If you have any questions or concerns, please voice them to your team leaders as you don't want to be overwhelmed for the new year.

**Dawn Gayle**

**Divisional Vice President**

[gayle@apoc-aopc.com](mailto:gayle@apoc-aopc.com)

416-414-3346



Happy New Year 2021

Colleagues,

Wow, how time flies....I can't believe that another year has come and gone; although I can say that I have never been so happy to say good-bye to any year before, like I am with putting 2020 behind us. It was a year many unprecedented changes, that has impacted ALL of us in some shape or form and has catapulted us forward into the future at a rapid rate, which has left some people behind, not being able to catch up with the fast pace of technology, navigating our new normal. 2021 has not started off any better, with the lockdown and rise in active cases, many of which have hit too close to home, with the end not coming fast enough for us to put this all behind us.

Things that we have learned is that we, as a company, and as leaders are resilient and we are the backbone of the Corporation, rising to the changes and adapting, to ensure that the mail got out and all of the backlogs were cleared, despite the overwhelming volumes or hours spent working to accomplish this.

It would be remiss of me to not talk about the mental wellbeing and fall out of this pandemic and how it has affected each and everyone of us in a different way. It is important that you get the help and support that is needed to support you, and your family, to get through this and to help heal. The Employee Family Assistance Program (EFAP) is a valuable resource that you can access by phone or by computer, where they offer many programs from counselling, financially counselling and help programs, to nutrition and mental and physical well-being, that is available free of cost, to any employee or immediate family member, that is totally confidential. They can be reached through intrapost or by calling 1-866-565-4903.

We have held our local consultations for the 2021-2022 Annual leave boards. We raised our objection to the blackout period and we were able to reach an agreement with every office, except one, which we are still consulting on. Every board will be different in the amount of blocks that are available, but will be based on the operational requirements of that office. We have also advised the Corporation that we are not in agreement with the movement of relief to cover weekend shifts, as these shifts do not exist and create an unfair distribution of overtime, sometimes eliminating the overtime, which is not fair to our membership, which the Corporation has conceded to this as well, provided that there is coverage available for ALL shifts, even if that is by forced overtime. We will keep you posted on this, once we finalize our consultations.

By now you have all seen the video last week by Charles Brewer, regarding the sprint team and changes coming to delivery to address the workload issues that we have raised with the Corporation over the last 5 years, through our work transition committee (APOC initiative) and then our workload committee (APOC with CPC). This initiative was based on APOC voicing our concerns and working tirelessly on solutions, to help alleviate some of the workload, to try to get back to basics, and to reduce the amount of unnecessary reports and admin work, to be able to properly manage, coach and engage our employees. Hopefully, the information shared in this video, will come to fruition, and that it will be a start to the removal of unnecessary work and tasks, as well as advancing technology to remove additional manual tasks. In my opinion, it can't come fast enough and needs to be given priority over everything else, to help create a manageable workload and work life balance.

With the new year, brings yearend appraisals. Please make sure that you submit your one-pagers to account for all the extra work that you did, above and beyond your regular duties, and that you account for the shortage of staff that impacted your day to day, to support the additional workload that you took on.

**Next General Membership meeting is January 17 through TEAMS (virtually)**

# York Branch Reps Contact List

Facility	Executive VP	Union Reps	Shift / Area	Email address	Stations
South Central Plant	Jennifer DiMeo SLPP shift # 3 416-460-4234 slpp@apocyork.ca		Shift # 1		
		Debra Hunter	Shift # 2	<a href="mailto:debra.hunter@canadapost.ca">debra.hunter@canadapost.ca</a>	
		Vishaul Persaud	Shift # 3	<a href="mailto:vishaul.persaud@canadapost.ca">vishaul.persaud@canadapost.ca</a>	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 wlpp@apocyork.ca	Alwi Mohamed	Shift # 1	<a href="mailto:alwi.mohamed@canadapost.ca">alwi.mohamed@canadapost.ca</a>	
		Sangeeta Dinshaw	Shift # 2	<a href="mailto:sangeeta.dinshaw@canadapost.ca">sangeeta.dinshaw@canadapost.ca</a>	
		Alex Jatsura	Shift # 3	<a href="mailto:alexandre.jatsura@canadapost.ca">alexandre.jatsura@canadapost.ca</a>	
Sales and Serve	Sharon Griffith Sales & Serve 416-347-7146 salesvice@apocyork.ca		Sales		
MOS, Training, Trans	Wayne Burey Training, Mail Operations Support, Transportation 416-347-7165 thmvice@apocyork.ca	Navin Persaud	WPDH	<a href="mailto:navin.persaud@canadapost.ca">navin.persaud@canadapost.ca</a>	
		Dennis Mainville	Training	<a href="mailto:dennis.mainville@canadapost.ca">dennis.mainville@canadapost.ca</a>	
		Karl Donneral	South Trans	<a href="mailto:karl.donneral@canadapost.ca">karl.donneral@canadapost.ca</a>	
			West Trans		
		Sonia Levy	RMO	<a href="mailto:sonia.levy@canadapost.ca">sonia.levy@canadapost.ca</a>	
Delivery	Dillon Lumsden Delivery 416-347-7162 delvice@apocyork.ca	Roberto Tantsef	East	<a href="mailto:roberto.tantsef@canadapost.ca">roberto.tantsef@canadapost.ca</a>	280 Progress, Willowdale depots, Ajax, Whitby, Pickering, Oshawa, Local Area East
		Garner Liverpool	Delivery	<a href="mailto:garner.liverpool@canadapost.ca">garner.liverpool@canadapost.ca</a>	Wicksteed, Station C, Aurora/New Market, Scar Dep 11, 600 Commissioners
		Moiz Khaja	Central	<a href="mailto:moiz.khaja@canadapost.ca">moiz.khaja@canadapost.ca</a>	Richmond Hill, Thornhill main, 70 Wynford, 31 Brodie, 14th Ave
		Barbara Wilson	Delivery	<a href="mailto:barbara.wilson@canadapost.ca">barbara.wilson@canadapost.ca</a>	EDC, Etobicoke B/C, 66 Ray, Port Credit/Clarkson, 500 Oakdale
		Sushil Ninawat	West	<a href="mailto:sushil.ninawat@canadapost.ca">sushil.ninawat@canadapost.ca</a>	Miss Dep 3, Miss Campobello, Milton, Oakville
		Brian Wilson (supv)	Delivery	<a href="mailto:brian.wilson@canadapost.ca">brian.wilson@canadapost.ca</a>	MDC, Local Area West, Brampton Main, Brampton North, Concord/Woodbridge

# NEW MEMBER ENROLLMENT FORM (SAMPLE)

<https://www.apoc-aopc.com/download?action=filedownload&fileid=169&ftype=apocdocument>

ASSOCIATION OF POSTAL OFFICIALS OF CANADA  
MEMBERSHIP APPLICATION – Group Life Insurance – Policy # 22331

Member No.
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Name of Branch <b>YORK</b>	Employee ID <b>123456</b>
Applicants name Family Name: <b>DOE</b> Given Names: <b>JOHN</b>	SIN <b>000-111-222</b>
Address No: <b>123</b> Street: <b>ZERO STREET</b>	Date of Birth YY90 MM01 DD01
City: <b>TORONTO</b> Province: <b>ON</b> Postal Code: <b>A1A 2B2</b>	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
Place of Employment <b>GATEWAY</b>	Division <b>PACKETS</b>
	Appointment Date YY MM DD <b>20 01 01</b>

I wish to become a member of the Association of the Postal Officials of Canada and I authorize the Association to represent me as my official bargaining agent under the Canada Labour Code in all matters pertaining to my relationship with my Employer. I hereby agree to abide and to be bound by the provisions of the Constitution of the Association of Postal Officials of Canada.  
I hereby certify that I have paid this day my entrance fee for membership in the Association of Postal Officials of Canada the sum of \$ 5.00 dollars.

Name of Beneficiary Family Name: <b>DOE</b> Given Names: <b>JANE</b>	Marital Status <input checked="" type="checkbox"/> Married <input type="checkbox"/> Single <input type="checkbox"/> Other
Relationship of Beneficiary <b>WIFE</b>	OR MY ESTATE <input type="checkbox"/>

I hereby certify that the above information is correct and I reserve the right to change the beneficiary subject to any legal requirement.

IRREVOCABLE  
 REVOCABLE

J. Doe Members Signature      20/03/01 Date

Members can apply for additional insurance coverage which is subject to medical evidence of health and payment of premiums by deductions or otherwise through APOC.  
I wish to apply for optional insurance: No  Yes  Amount \$ 50,000 (unit of \$10,000 max \$90,000)

J. Doe Applicant Signature      20/03/01 Date      J. Doe Witness Signature      20/03/01 Date