

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

July - August 2020 Newsletter

Next General Membership meeting for York Branch is postponed due to Covid 19

Sandra Burgess

Branch President

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416-432-2137 or 905-479-5950



Stay Safe
This Summer



As we approach the latter half of 2020, you should have met or should be scheduled to meet with your TL to review your mid-year performance. At this time no rating is provided, but the discussion should include the direction you are trending. This is to ensure that you have the opportunity to receive a desirable rating at year-end. If you prefer to have an APOC representative with you at the meeting, do not hesitate to reach out to a representative for your area or your executive V.P. I would also encourage you to document your accomplishments for the year and provide them to your team leader to be included in your appraisal and PMP.

As we move forward in 2020, the way we conduct business will continue to evolve. With constant changes and the increased demands of the Corporation, the Association's approach has to change when meeting with the Corporation. In-depth research and investigation are critical to the success of any business before important decisions are made. Now more than ever, we need to adopt this practice during this period of disruption and uncertainty. As a result, in the coming months we will be reviewing the York Branch's organizational structure and make recommendations to the membership for an improved structure so that business can be conducted more efficiently. Stay tuned!

Effective July 3rd, 2020, the National Office has provided an update on how meetings and gatherings should be conducted. Each branch needs to follow the Federal and Provincial restrictions/guidelines for each area, respecting social distancing. **Due to the size of our meeting room and not being able to predict how many members will attend, we are looking at renting a venue at an off-site location to meet the 30% capacity guidelines and keep everyone safe. As we are so close to our next meeting, which was scheduled for July 19, and not being able to secure a venue at this time, we will be resuming our general membership meetings on September 20th 2020. We will post the location of the September meeting on our York Branch website as soon as we secure one, to give you as much notice as possible.** We thank you for your understanding during this unprecedented time.

Members who are currently off on high risk, should have received a document in the mail from Canada Life. Please ensure that you complete and return by the deadline indicated in your letter to avoid non-receipt of documentation. This is to avoid a delay in a decision being rendered on your case. If you have decided to return to work without submitting the document, WELCOME BACK!

There seems to be some confusion surrounding vacation pay out. The Corporation has provided three options in regards to A/L. When it comes to vacation pay out, this will only occur after the two years has lapsed and you were unable to reschedule weeks due to full blocks or other circumstances beyond your control.

None of us know what lies ahead with the pandemic we are currently facing, however I will leave you with this quote:

"Nothing in life is to be feared, it is only to be understood. Now is the time to understand more, so that we may fear less."

Marie Curie

Kathleen Rogers

Branch Secretary/Treasurer

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APOC York Branch Members, thank you to those that are continue keeping safe at home, and those keeping us safe by following the recommended safety measures at work.

For New Members, or for those that have not yet signed up to be an APOC member in good standing. Please email sectrea@york.ca should you have any questions or require the application to complete the signup registration.

Please continue to visit the APOC York website and or the APOC National website for continued updates.

<https://www.apocyork.com/>

<https://www.apoc-aopc.com/>

Wayne Burey

T/H/M VP

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Hello everyone,

As we proceed through the summer months the heat has added to us adjusting to our current situation. Dealing with everyone off on special leave has caused some staffing difficulties that we are working through. We will return to a new norm eventually. Just a reminder that EAP is available to assist you and your family if needed.

West Trans welcomed a new superintendent Ramin Saighani, I would like to congratulate Ramin on his promotion. We also have a new supervisor Samuel Moon, who we welcome to the West Trans team. This leaves 1 vacancy that is backfilled by a term that will be filled soon. WPDH welcomes a new supervisor Mahjabin Shaikh. There are 2 supervisors off on leave backfilled by terms. South Trans remains in the same position with 2 supervisors on leave and we are working on acquiring relief. YDC has 1 vacancy that is up for bid that is covered by a temp and 1 absence backfilled by a term.

MOS continues to assist the operation as discussions continue on the future state of the business. We hope to have them back in the field soon completing their regular tasks.

Learning and Development is working on adjusting to a new setup as more training is planned for all the movement. Procedures will be in place to adhere to social distancing requirements.

We have a membership meeting scheduled for July and will inform you if we will proceed with it. We continue to conduct our monthly executive meetings via conference calls and are always available to address everyone's concerns. Stay safe and healthy as we navigate these challenging times.

I want to remind everyone that if you have any questions on any issue please contact me at email or phone number listed above or the Branch office at 905-479-5950 and we will address your concern.

Dillon Lumsden

Delivery East VP

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Fellow Delivery Members,

Our company, jobs, and family life continues to feel the impact of Covid-19. As we continue to learn, adapt, and live with Covid-19, social distancing remains our primary defense along with face covering and PPE's. In delivery working from home is not an option so members are reminded to adhere to the current best practise while in the workplace.

Staffing shortages continue to impact our membership at large, resulting in those at work to do more with less. Operational requirements to address current volumes have led to weekend delivery; further stretching our staffing challenges. With restructures on hold our RMO's have been redeployed into the local depots to assist with the staffing needs. The additional resource is welcomed but there is an initial learning curve and peer re-training required before the full impact can be realized.

The changes impacting our RMO members is a current example and should be a wakeup call for all members to remain active and in tune with their Association! APOC must continue to evolve to meet the new challenges facing our company, jobs, and our Association.

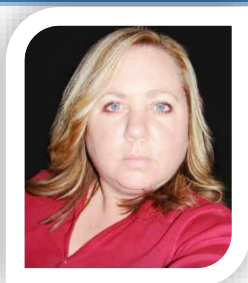
Our executive team continues to review our current local structure, assessing the branches ability to meet the changing and growing needs of the GTA. General membership meetings are currently suspended , but we are working on other means of holding our meeting through the use of technology, so you are urged to visit our local and National web sites to get up to date information as well as speak to your APOC REP.

Jennifer DiMeo

SLPP VP

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Hello Everyone,

The deadline for midyears is the end of July. Please reach out to your reps or myself if you have any questions or concerns regarding your review. Your Superintendent should be having a discussion with you and provide you with a copy of what will be uploaded in the system. Please ensure that if you have any concerns with what has been documented in your midyear, or you disagree with how you are trending, that you document your concerns and provide the necessary documentation for it to be challenged. This is your opportunity to improve on any items identified so that you can have a successful yearend. You must ensure that you document ALL of your accomplishments, and successes so that they are acknowledged and captured in your PMP.

Document, Document, Document!

Have a safe and enjoyable summer!

Stone Blemano
Gateway VP

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COVID-19 CHALLENGES



Stay Safe + Healthy

The problems associated with Covid-19 continues to be a challenge. Sandra Burgess the APOC York Branch President and I had the opportunity to visit the members in Gateway to get a firsthand account on the challenge's supervisors face in the Gateway plant. Your concerns with regards to your health and safety were noted and we are working with upper management to address your concerns as soon as possible.

In some of the supervisor's workstations, exposure to the employee and social distancing was a concern. We have requested for barriers to be installed to safeguard the areas of concern. Other innovative ideas need to be sought to improve or eliminate the social distancing concerns where barriers are not possible. The engineering department has been tasked to re-examine some of the supervisor's workstations to resolve the concerns raised.

Staffing is a concern in all areas. With many supervisors off due to covid-19 issues all departments have been stretched to the maximum. Sometimes we end up supervising multiple work areas due to staffing shortages. My advice is that you manage your time, health and safety. The overtime opportunities can be tempting but your health and safety comes first. Ask for help and do not overwork yourself.

It is very important that you use a mask or a facial covering. It makes employees feel comfortable when communicating and interacting with you. It also helps to protect both you and the people you work with.

If you are overwhelmed, please get help. The Employee and Family Assistance Program is available for you. The number is 1-866-565-4903

Sharon Griffith
Sales and Serve VP

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416-347-7146



Hello Members,

Hope you are all doing well and enjoying your summer. Many members have been asking about the new form for high-risk as it is not available on the Intrapost. Canada Life has not yet provided the new form to Canada Post. If you received the old form, you have 14 days to provide your medical to the Corporation to continue to be on approved leave. If using the old form, the Corporation will ONLY receive the information that would have been provided on the new high-risk form. To qualify for leave, Canada Post is following the Federal list of conditions recognized as having an impact on the potential risks for complications when contracting COVID-19, but it is not an exhaustive list. If your doctor also indicates that you are high risk for other reasons, that will be taken into consideration. Your doctor must sign the form, letting Canada Life know that you have an underlying condition. Your medical condition will not be shared with Canada Post and they will only receive a yes or no answer on whether your absence is supported. Please ensure that you complete the form and return it on time so that there is no interruption to your pay. If you are not supported, please reach out to your team leader to safely return to work.

As always if you have any questions or concerns please do not hesitate to reach out me.

Please enjoy time with your family and friends and stay safe during these trying times.

Dawn Gayle

Divisional Vice President

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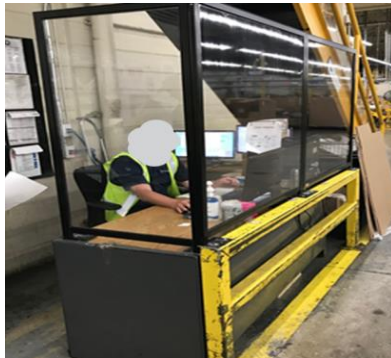
416-414-3346

Colleagues,



We have made strides in the battle against the Corona Virus, but we **MUST** stay diligent and cannot become complacent or go back to normal. I know that social distancing is a challenge, especially when we are extremely busy and running short staffed, trying to get our jobs accomplished as best we can, under the circumstances. We **CANNOT** go back to the way things were and fall back into old habits. We need to keep our safety and the safety of others at the forefront. I have been out in stations where I have observed individuals talking face to face, with no hesitation or awareness, simply engrossed in getting the job done. Please be mindful and keep your social distance as we are not out of the woods yet and cannot afford to step backwards. If you can't keep a social distance, or mindful of social distancing, please ensure you wear the proper PPE's, including gloves and a facial covering. Please wash your hands and sanitize regularly. It is **CRUCIAL**.

We addressed concerns with the Corporation about having safe work spaces for supervisors to be able to control social distancing instead of being out in the open with no protective barriers. The Corporation has started to install plexiglass and dividers at supervisor desks (see pictures below). If you would like some installed in your station/facility/plant, please request it through your team leader and if you have any issues/challenges, reach out to your rep or executive VP for assistance.



Work Load issues are not new and we are feeling them now, more than ever, with the reduced staff and extra precautions with the current pandemic. Prior to the COVID-19 outbreak, APOC was working with the Corporation through the work transition committee and piloting new work methods in Mississauga and Montreal. While those pilots are still in progress, we have been unable to meet with the Corporation to follow up on this pilot and to discuss next steps. APOC raised our concerns with the Corporation as we need to get more action and traction on the workload issues facing our members. In response, the Corporation has formed a sprint team, reporting to Charles Brewer, the COO, and they have grouped the activities into three areas


- 1) activities they can remove/ do differently now (RFC, Lock Change and quite a few others)
- 2) activities that are identified, but need a little more work (license checks, tablet and tablet applications)
- 3) future opportunities (smart dashboards with predictive analytics)

APOC will continue to work and support this team in an effort to reduce the workload and unnecessary tasks so that you have the time to actually supervise and engage with your employees....**STAY TUNED**, more to come.

Take **CARE** of each other and take **CARE** of yourselves! We are in this together! Stay **HEALTHY** and stay **SAFE**!

Next General Membership meeting for York Branch is cancelled until further notice.

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	debra.hunter@canadapost.ca	
		Vishaul Persaud	Shift # 3	vishaul.persaud@canadapost.ca	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 wlpp@apocyork.ca	Alwi Mohamed	Shift # 1	alwi.mohamed@canadapost.ca	
		Sangeeta Dinshaw	Shift # 2	sangeeta.dinshaw@canadapost.ca	
		Alex Jatsura	Shift # 3	alexandre.jatsura@canadapost.ca	
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	navin.persaud@canadapost.ca	
		Dennis Mainville	Training	dennis.mainville@canadapost.ca	
		Karl Donneral	South Trans	karl.donneral@canadapost.ca	
			West Trans		
		Sonia Levy	RMO	sonia.levy@canadapost.ca	
Delivery	Dillon Lumsden Delivery 416-347-7162 delvice@apocyork.ca	Roberto Tantsef	East	roberto.tantsef@canadapost.ca	280 Progress, Willowdale depots, Ajax, Whitby, Pickering, Oshawa, Local Area East
		Garner Liverpool	Delivery	garner.liverpool@canadapost.ca	Wicksteed, Station C, Aurora/New Market, Scar Dep 11, 600 Commissioners
		Moiz Khaja	Central	moiz.khaja@canadapost.ca	Richmond Hill, Thornhill main, 70 Wynford, 31 Brodie, 14th Ave
		Barbara Wilson	Delivery	barbara.wilson@canadapost.ca	EDC, Etobicoke B/C, 66 Ray, Port Credit/Clarkson, 500 Oakdale
		Sushil Ninawat	West	sushil.ninawat@canadapost.ca	Miss Dep 3, Miss Campobello, Milton, Oakville
		Brian Wilson (supv)	Delivery	brian.wilson@canadapost.ca	MDC, Local Area West, Brampton Main, Brampton North, Concord/Woodbridge