



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

March - April 2019 Newsletter

**Next General Membership meeting for York Branch is March 17th 2019, at 10:00 AM**



**Sandra Burgess**

**Branch President**

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416-432-2137 or 905-479-5950

Colleagues,

All annual leave bids should have begun or concluded by the receipt of this newsletter. If you work in an area where there is a delay in completing the annual leave, please advise the V.P. or a representative for your office. Although there may be a situation where the Corporation has to bypass a member, please do your utmost to make yourself available so that the frequency of this occurrence is minimized.

By now, all members should have had their 2018 one on one discussions with their Team Leaders. If you have not had a discussion or a meeting scheduled to meet with your Team Leader, please advise an APOC representative if you need assistance to expedite the process. You are given the opportunity to provide feedback on your year-end appraisal, I encourage you to provide feedback so it can be documented in SAP. If you did not provide feedback and would like to add some comments, make sure and advise your Team Leader as it's not too late to have them attached in SAP.

At the January General Meeting, representatives were confirmed for each office for the January to December 2019 term. The names are reflected on a separate sheet enclosed with this newsletter. The names will also be posted on the local website for your convenience.

Recently, there have been opportunities for members to promote to another level. These opportunities have arisen mainly due to members retiring or being promoted to other positions. Unfortunately, we have had many instances where there has not been a successful candidate. You may have asked or questioned if this is possible? The answer is, Yes it is, as applicants have not been adequately prepared for one reason or another. The Corporation expressed the same concern a couple of years ago and APOC did advise its membership via a newsletter that if you are interested in preparing for an interview, please contact CPC HR or Dawn-Marie Gayle, the DVP, at the APOC office, for assistance/help.

Although the Corporation is mandated as per the Collective Agreement to advise the Association of an upcoming interview, sometimes notices are received with less than 24 hours to arrange for a representative to be present. If you receive a 24 hour notice, please contact a representative of your office to accompany you to the interview. APOC can also reschedule the interview if a representative is not available or due to circumstances beyond our control.

*"There are no problems we cannot solve together, and very few that we can solve ourselves" Lyndon B. Johnson*



**Philip Denny**

**Branch Secretary/Treasurer**

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

**416-557-8314**

Hello,

As we all wait in anticipation on the Corporations 2018 annual finance report, several members may have concerns about its content in regard to the ramifications and effects it may have on our APOC team members in the York Branch.

As we start the New Year with the continued work load issues and hardship on our members still prevalent in the York Region, without a doubt, it will have an effect on all of us in APOC as a whole. Not only in GTA but across the country alike. I would like to emphasize that we must not let future expectations affect our day to day work activities. We will be asked to do more with less as a result of the ongoing activities in the work place, which of course is beyond our control. Low mail volume, and the overall rising accidents rates in the GTA which is having its ongoing effects on us all as a team.

APOC staffing changes may no doubt be at the head of CPC cost reduction initiatives for the New Year. If that is the case, then that will continue to put a burden on us as APOC members; more so than we have seen in the past. Therefore, we APOC members will as always, be stepping up in doing our part to assist the Corporation and our association to succeed going forward.



**Wayne Burey**

**T/H/M VP**

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

**416-347-7165**

This is the time of year when we will be going over our PMP from 2018. If you have concerns, please contact me and I will address them with you.

West Trans, South Trans and YDC are fully staffed. WPDH has a vacant OP position which is backfilled with a term. Transportation vacation bidding is completed.

MOS had a few issues which were resolved but if you have concerns please contact me. MOS vacation bidding is completed.

Learning and Development have some positions posted on the career network for qualified applicants. I will share more information as they become available. Learning and Development vacation bidding is completed.

The APOC reps are, West Trans: Olivia Quintyne, South Trans: Karl Donneral, WPDH: Navin Persaud, YDC-MOS: Sonia Levy, and Learning and Development: Dennis Mainville. If you work at YDC and are interested in being a rep, please send me an email. Please welcome the other reps.

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.

Next meeting is March 17, 2019 at 10am and I hope to see you there.



**Dillon Lumsden**

**Delivery East VP**

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

**416-347-7162**



Make it **safe.**  
Make it **home.**

By now you should have had your final PMP for 2018 with your Team Lead. Regarding team and facility KPI's, they are important, but this is your individual performance review! Remember, KPI's in 2018 were materially impacted due to work stoppage and other factors beyond the individual member's control, which you should not be held accountable for.

As NDM continues to be tweaked to meet the changing business needs, it remains our primary National tool when assessing a team leads daily and weekly activities. We continue to have reports of non-NDM sanctioned forms being used to drive local individual requirements. Please forward examples of these forms to your area Rep so that we can raise this, and have it removed.

Staffing remains one of the biggest issues affecting our members. With no coverage provided and listing of assignments not reflecting the actual position being covered on the weekly PCR forecast, along with local accommodations not consulted with APOC, to list a few, keeps staffing our top issue during our monthly consultations. If your station/facility is not properly staffed or reflected on the weekly staffing sheet, please reach out to your local rep to let them know so that they can address it accordingly. Safety remains a primary initiative for 2019.

***Our association is only as robust and dynamic as the voices of its members. Your absence from APOC meetings, your isolation in your local area, away from the issues, only guarantees our future and changes be formed without your knowledge and experience. Change is guaranteed, I suggest you have your say towards these inevitable changes.***



**Jennifer DiMeo**

**SLPP VP**

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

**416-460-4234**

Consultation was held February 12, 2019. I was advised that the OT list for the console operators had been combined to include 2 or 4 hours with Stat and RDO. We have decided the only way to correct this is to zero out the list. The list will be reset as of April 1, 2019. We have since been advised that other sections and shifts have also combined their lists. I will be consulting with the Corporation on March 11, 2019. I will be asking the shift reps to identify all lists that need to be corrected so that I can raise this, and have it corrected.

If you have any questions or concerns, please contact me at [slppvice@apocyork.ca](mailto:slppvice@apocyork.ca) or 416-460-4234.



**Stone Blemano**

**Gateway VP**

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

**416-459-1871**

**Stone Blemano, Gateway APOC VP is away for approximately 2 months and I want to say thank you to Stone for providing me this opportunity to act in his absence.**

As you all are aware, February 22/2019 was the last day to upload PMP's for all APOC members. This means that you would have had a sit-down with your team lead and had a meaningful conversation to discuss your accomplishments for 2018 and discuss and plan 2019. The Performance Management Plan (PMP) year-end meeting should not have had any surprises since it is designed to determine your performance for the fiscal year. If there are any concerns with your performance, then it is up to your team lead to bring it to your attention, as soon as possible, to come up with an action plan to improve; rather than a year-end conversation informing you about shortfalls in your performance. To assist you in preparing for 2019, I suggest that you get into the habit of preparing a list of your ongoing accomplishments tied to each goal. Remember it is up to you to make sure your efforts are properly reflected in your year-end review.

Gateway has seen a lot of action in terms of APOC members being called to investigation meetings due to harassment complaints from CUPW members. Please stay focussed on your job and ensure that you are performing your role professionally and within Corporate guidelines. Privacy is very important; which means that you do not discuss your issues with your colleagues, rather you seek assistance from your local APOC executive for fair representation and guidance.

Gateway consultation took place on February 27 and overall staffing was discussed. The Corporation has made a proposal to address ongoing APOC shortages in TEO/ISPS and WUSS parcels and this proposal is currently under review with the local APOC executive.

Assignments of reliefs to known weekly absences is an issue at Gateway and I urge the relief supervisors to contact their representatives if they are not being utilized properly.

Equal opportunity lists remain an ongoing concern and a plan has been put into place to have a standard document outlining the rules and regulations for maintaining such lists and educating all the Superintendents to ensure that the APOC collective agreement is not violated. As far as vacancies are concerned, Gateway is adequately staffed and currently has 2 vacancies, which are up for bid.

2019 will continue to focus on productivity, teamwork, and an increased awareness towards health and safety. Leadership Safety Action Plan (LSAP) and active participation in the Local Joint Health and Safety Committee (LJHSC) will be a top focus in 2019.

I encourage you to come out and attend the APOC membership meetings, share your challenges with your colleagues and have your voice heard. Remember Helen Keller once said, **"Alone we can do so little; Together we can do so much."**



**Anthony Medeiros**

**Sales and Serve VP**

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

**416-347-7146**

To our associate members I would like to invite you to our next general meeting in Unionville on March 17, 2019. Complete Address information is available on [www.apocyork.ca](http://www.apocyork.ca).

It is important to have sales/service attendance at this meeting in order to bring forward any concerns. Some members are not receiving their Newsletter due to the fact APOC York Branch does not have the correct mailing address, please contact APOC if you recently moved.

The next consultation with the Corporation is scheduled for March 07, 2019; feel free to send any submissions.

In regards to staffing, there are no vacancies for the Serve/sales group.



**Dawn Gayle**

**Divisional Vice President**

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

**416-414-3346**

This year there is an increased focus on safety, as the Corporation has seen a drastic increase in the amount of safety events and injuries. There has also been an increase in the amount of Violence in the Workplace Investigations (VIWP) in the GTA, and across the country, where employees are writing complaints against APOC members, for simply doing their jobs. The Corporation has taken a hard stance on this, and have been interviewing our members, by issuing them a 24 hour notice of interview to discuss these allegations, instead of just having a conversation, like they have done in the past. This is harsh and very stressful to our members, as the notices have very strong wording such as “to investigate the circumstances surrounding concerns of misuse of power and harassment of employees” and “you may have engaged in behaviour that may fall under the grounds of general harassment towards an employee” which appear to be judgemental and accusatory and not very supportive. The problem with the way that these issues are being handled and addressed is that the trust between the team leader and the supervisor is severed, as no one seems to have our backs anymore, and there is too much weight placed on the complaint, rather than the solution, when there is no repeated behaviour and is a one off situation, usually when a supervisor is simply asking their employee to do their job, denying their requested leave, or interviewing them for attendance, which we are hired and paid to do. There needs to be a balance between the two, and the Corporation needs to recognize that we are employees too!

We have had an increase in members being interviewed for falsifying documentation for on street observations, NDM forms, end times, and SAP entries. We recognize that there aren't enough hours in the day to get your jobs done to the fullest, but it is always best to advise your team leader that you couldn't complete your expected tasks, instead of falsifying documentation, which can and will lead to discipline, up to and including discharge, as you have broken the bond of trust. If you are struggling with the completion of reports, and are not getting the support you need by your team leader, you need to reach out to APOC for us to assist you, as there is nothing that we will be able to do for you after the fact, once you have made the decision to be dishonest. Additionally, if we are not raising issues with being able to complete our jobs within our 8 hrs, skipping on our lunch and breaks, or working overtime without claiming it, then we are giving our time away for free, and we are not highlighting that there are systemic issues that need to be addressed.

We have had a lot of inquiries from our members about the wage increase for the RSMC's; due to the arbitration award in the pay equity case, and it not being fair to our APOC members, having to supervise employees that make more money than us. Although this is frustrating and upsetting, it is not something that can be fixed or addressed overnight. We have heard you loud and clear, and we have escalated this nationally, to start having conversations with the Corporation, to see if there is anything that can be done. That being said, there is nothing in our collective agreement to mandate an increase, because of this pay gap, and there is a huge financial cost to the Corporation to try to resolve this or address our concerns. Not to mention that the Corporation has yet to settle the collective bargaining with CUPW urban, which is still ongoing and may have another impact on APOC. Stay tuned.....and watch for updates on our national website.

**“Truth builds trust.” — Marilyn Suttle**

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# 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@apoc York.ca	Stephen Kalafatis	Shift # 1	<a href="mailto:stephen.kalafatis@canadapost.ca">stephen.kalafatis@canadapost.ca</a>	
		Kathleen Rogers	Shift # 2	<a href="mailto:kathleen.rogers@canadapost.ca">kathleen.rogers@canadapost.ca</a>	
		Allison Williams	Shift # 3	<a href="mailto:allison.williams@canadapost.ca">allison.williams@canadapost.ca</a>	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 wlpp@apoc York.ca	Steve Thomas	Shift # 1	<a href="mailto:steve.thomas@canadapost.ca">steve.thomas@canadapost.ca</a>	
		Sangeeta Dinshaw	Shift # 2	<a href="mailto:sangeeta.dinshaw@canadapost.ca">sangeeta.dinshaw@canadapost.ca</a>	
		Alexandre Jatsura	Shift # 3	<a href="mailto:alexandre.jatsura@canadapost.ca">alexandre.jatsura@canadapost.ca</a>	
Sales and Serve	Anthony Medeiros Sales & Serve 416-347-7146 salesvice@apoc York.ca	Sharon Griffith	Serve	<a href="mailto:sharon.griffith@canadapost.ca">sharon.griffith@canadapost.ca</a>	
MOS, Training, Trans	Wayne Burey Training, Mail Operations Support, Transportation 416-347-7165 thmvice@apoc York.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>	
		Olivia Quintyne	West Trans	<a href="mailto:olivia.quintyne@canadapost.ca">olivia.quintyne@canadapost.ca</a>	
		Sonia Levy	RMO	<a href="mailto:sonia.levy@canadapost.ca">sonia.levy@canadapost.ca</a>	
Delivery	Dillon Lumsden Delivery 416-347-7162 delvice@apoc York.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
		Candice Laidlow	Delivery	<a href="mailto:candice.laidlow@canadapost.ca">candice.laidlow@canadapost.ca</a>	Richmond Hill, Thornhill main, 70 Wynford, 31 Brodie, 14th Ave
		Sharon Fenton	Central	<a href="mailto:sharon.fenton@canadapost.ca">sharon.fenton@canadapost.ca</a>	Wicksteed, Station C, Aurora/New Market, Scar Dep 11, 600 Commissioners
		Garner Liverpool	Delivery	<a href="mailto:garner.liverpool@canadapost.ca">garner.liverpool@canadapost.ca</a>	EDC, Etobicoke B/C, 66 Ray, Port Credit/Clarkson, 500 Oakdale
		Sushil Ninawat		<a href="mailto:sushil.ninawat@canadapost.ca">sushil.ninawat@canadapost.ca</a>	Miss Dep 3, Miss Campobello, Milton, Oakville
		Barbara Wilson	West Delivery	<a href="mailto:barbara.wilson@canadapost.ca">barbara.wilson@canadapost.ca</a>	ALTERNATE
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