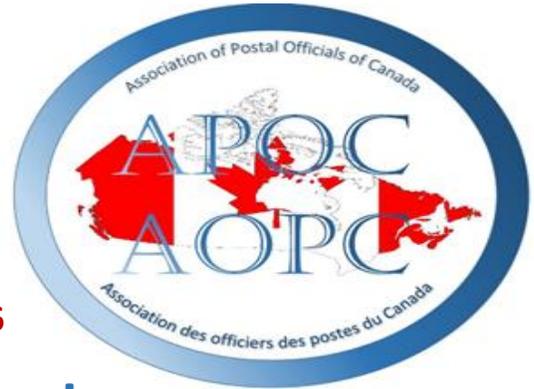


Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

September - October 2020 Newsletter

Next General Membership meeting in September is CANCELLED due to increase in cases

Sandra Burgess

Branch President

burgess@apoc-aopc.com

416-432-2137 or 905-479-5950



I hope this newsletter finds you and your loved ones safe and healthy and you were able to enjoy the great summer weather.

It's hard to believe that COVID-19 has had such a huge impact on our daily lives over the last six months; let's continue to keep each other safe by following the advice of the experts. I know at times it's a challenge to manage the physical distancing in the facilities. Despite this challenge, the Corporation has voiced their utmost gratitude to you for going the extra mile, reporting to work on a daily basis, managing where there is a shortage of staff and doing the best with the employees available. The experiences you shared with us during our visits to the facilities have certainly confirmed these sentiments and the level of professionalism displayed is commended. To date we have not received a response to the question many of you have asked regarding compensations for members who have weathered the storm from day 1. If we receive a response, the communication will be posted on the National website.

In July, we were cleared to conduct meetings only if we were in a position to adhere to the COVID-19 safety guidelines of each Province and Municipality. Unfortunately, time did not permit us to secure a space that could have accommodated the average number of members who normally attend the meetings. **We had secured an offsite location for our meeting in September but due to an increase in active cases in Ontario with it increasing day by day, our National office has cancelled ALL in person meetings and has informed us that ALL meetings must move to an online format. We will be looking to our national office to help us with this on line format, due to the size of York Branch, to ensure we have enough capacity and will let you know what format we will be using and whether we will need to break it into groups instead of the entire membership. We will communicate with you in the coming months.**

As I mentioned in the previous newsletter, how we conduct business with the Corporation will continue to evolve as we move forward. The Executive Council has had the opportunity over the past few months, to review the York Branch current organizational structure and recommendations will be shared and discussed at the September General Membership meeting. We believe that one of the recommendations shared, can improve how we conduct business more efficiently. We are excited to share this with you and have a meaningful discussion on this recommendation with the membership.

In addition to COVID-19, society is also grappling with social injustice and equality for all. Canada Post has provided an email address so that employees can submit questions and/or concerns regarding how/or what the Company is doing to address the issue. Additionally, any idea or opinion on this issue can be submitted via this email address. I encourage members of BIPOC (Black, Indigenous and People of Color) to take the opportunity to voice their opinions. The email is confidential and is viewed by a committee comprised of 5 members (1 person from each Union and 2 from Head office) diversity.diversite@canadapost.postescanada.ca.

To all Members who were currently off on high risk and have returned to work since the last newsletter, WELCOME BACK! For members who are still off and are unable to return at this time, continue to be safe. None of us know what lies ahead with the pandemic we are currently facing, however I leave you with this quote:

"I shall pass this way but once; any good that I can do or any kindness I can show to any human being; let me do it now."

Kathleen Rogers

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314



Welcome All APOC York Branch Members, and Non-members

Did you know about the APOC GWL Insurance policy...? members in good standing, who have completed their APOC Group life membership application and submit \$5.00 for the administration fee are entitled to a basic life insurance for \$20,000.

Being a member in good standing, also gives you the ability to Vote in elections, to have your 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, to name a few.

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

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

thmvice@apocyork.ca

416-347-7165



Hello everyone,

As fall approaches and everyone returns to school lets all be careful out there. We continue to be busy as we adjust to the new normal. I would like to welcome Mike Shearon as our new GM and wish Tom Dixon all the best in his retirement.

West Trans welcomes a new supervisor Sharmella Falkus, who we welcome to the West Trans team. This leaves 1 assignment that is backfilled by an RMO until January. WPDH welcomes a new supervisor Thaer Abu Seadah. There are 2 supervisors off on leave backfilled by terms. South Trans remains in the same position with 1 supervisor on leave. YDC has no vacancies.

MOS continues to assist the operation as discussions continue on the future state of business. Members are reassigned to other areas of the operations until the end of the year.

Learning and Development is busy training and we are getting up to speed with AZ/DZ orientation. They are in the process of adding additional plant and delivery trainers.

We have a membership meeting scheduled for September 20th at 10am. Due to restrictions with Covid the meeting was to be held at a meeting room at the Marriott Hotel but has since been cancelled due to an increase in active cases in Ontario. We will be looking to move to an online format for the November meeting, stay tuned. 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

delvice@apocyork.ca

416-347-7162



Fellow Delivery Members,

Summer of 2020 has come and gone! With our fall season approaching we are on alert for a 2nd wave of covid-19. Members are reminded to remain vigilant ensuring you maintain good PPE habits. In delivery your work areas should all now reflect the social distancing requirements.

Operationally management continues to make changes as we start Q3 with a new GM. It is imperative APOC evolves its structure to enable the Association to proactively consult in good faith. With the GTA membership over 800 plus our local APOC executive continues to explore new ways to support and represent the members. APOC must continue to evolve to meet the new challenges facing our company, jobs and our Association.

Our General meetings have been recently suspended due to current social distancing guidelines. We had arranged for an off site location for the September meeting but that has now been cancelled by our national office due to the increase in COVID cases in Ontario. We will be looking for a web based format for our November meeting and will communicate that to you as soon as possible.

Our World continues to reveal the various forms of injustices and inequalities, silence is no longer acceptable! Your APOC executive continues to raise your concerns with management regarding our corporate Diversity initiatives, its transparency and accountability. For all local and National updates please visit both websites as well as speak to your APOC REP.

Jennifer DiMeo

SLPP VP

slppvice@apocyork.ca

416-460-4234



I know it has been challenging during these times. Most of you at work have been taking on extra work as we continue to be short staffed. There has also been a lot of extra hours and overtime on rotation days, to help augment the staffing shortage, which can be good financially, but over time it can be exhausting, both physically and mentally. Please make sure that you take time to relax and refresh so that you don't burn yourselves out. Work life balance is important for both you and your family. Please take care of yourself.

With the rate at which transfers and promotions have been happening we have lost quite a few members at South which has resulting in individuals having the opportunity to secure better positions/shifts. This has resulted in a vacancy on shift # 1 for the APOC Rep position, which we would like to temporarily fill. If anyone is interested in becoming a rep, please reach out to me by email, where I can answer any questions or concerns regarding the position. The position will be up nomination/election in January for any qualified member (must attend at least 2 general membership meetings the year prior to election) to apply.

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

wlpvice@apocyork.ca

416-459-1871



COVID-19 CHALLENGES

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 challenges the 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 employees and social distancing was a concern. We have requested 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

salesvice@apocyork.ca

416-347-7146



Good Day my sales and service colleagues I would like to invite you to our next general meeting has been cancelled, we will be looking at doing it through a web based teleconference for the November meeting. It is important to have your attendance at these meetings so that you can bring forward any issues that you would like us to look into. During these times of racial unrest APOC wants to be part of the solution. If you are experiencing racism or discrimination at your place of work you should forward your concerns by email to the Canada Post diversity team at diversity.diversite@canadapost.postescanada.ca If you don't feel comfortable with using this method please reach out to Sandra Burgess who will help guide you through the process and/or help address your issue/concern to the attention of the right people. Stay Safe!

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

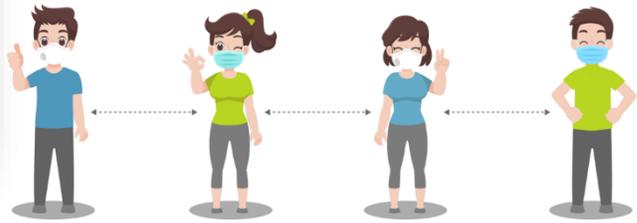
gayle@apoc-aopc.com

416-414-3346

Colleagues,



We are in this together.



We have had challenges with having our general membership meeting due to the regulations and advisements of Public Health and being able to have group sizes over 10 and a large enough space to allow for social distancing. Our branch office is not big enough to hold the number of members who attend to ensure that we can maintain social distancing guidelines so we had to look at other venues or options to be able to keep with the mandated regulations in Ontario. **The General Membership meeting on September 20th has been cancelled by the National office due to an increase in COVID cases in Ontario. We will be holding the November meeting through TEAMS video conferencing and will provide the link once we have had training on this format.** We will keep you updated in our next newsletter and on our local APOC York website.

This year and last few months have not been easy. As the kids head back to school and we head into our flu season it will make it much more difficult to manage, as the symptoms of the common flu are the same as those of the Corona Virus and the only way that you will be able to tell the difference between the two is by having a test. I cannot stress enough that 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 and if you can't keep a social distance PLEASE wear a facial covering and wash/sanitize your hands regularly. It is CRUCIAL and is the only way that you can protect yourself and your loved ones.**

It will take some time to get back to NORMAL or our NEW normal. The Association continues to have conversations with the Corporation on how we can successfully do this to ensure everyone's safety, but also acknowledging that we still aren't fully staffed and having to work differently, which puts added stress and pressure on our members. We continue to raise the workload issues and challenges and ways to reduce the tasks so that we can have productive days and work life balance. The Corporation has put a sprint team together to address these concerns and they have come up with some great ideas and suggestions to help reduce our workload but we haven't received dates of the changes being implemented. We have asked for new work methods, technology, workload assessments, increased staffing, a gatekeeper and proper equipment to name a few. We will continue to press the Corporation for solutions to our workload and stress and will keep you informed.

This fall we will be electing our Negotiation Team as our Collective Agreement will be expiring at the end of March next year. Once our team has been established we will be sending out a notice to all members to submit changes to our collective agreement. It is crucial that you are engaged and participate in this process to ensure that your rights are properly negotiated. As a national body, we can only do so much, and we need our members to let us know what is working and what isn't so that we can get things changed. It begins with you! Please participate and support us, we are stronger together!

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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@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 |