

JANUARY 2014 York Branch NEWS LETTER

Association of Postal Officials of Canada York Branch
Next General Meeting is January 19th 2014 at 10:00 hr
2750 14th Avenue Unit G-14 Markham, ON. L3R 0B6

President Sandra Burgess: president@apocyork.ca. Please contact me at 416-432-2137. National APOC continues to negotiate with the Corporation regarding the delayering of the Superintendent positions. As talks progress, updates will be posted on the National website. Collective Agreement negotiations begin the week of January 13, 2014. Members are encouraged to submit recommendations to the team by visiting URL – www.apoc-aopc.com. Under the tab "Documents", you can complete the Negotiations Demands Form. With regards to your end of year Appraisal, DVP Angela Dunn has addressed this topic further in this newsletter.

There were many challenges regarding APOC overtime (O/T) in November/December that could have been avoided had the correct processes were followed. Please be advised that every section within an office should have equal opportunity lists posted and available for everyone to view. Whether the lists are posted or sent electronically after each opportunity, either method is acceptable. Thanks to many of our members who were diligent in bringing these anomalies forward as soon as possible to the attention of the Association.

As per Article 14.4 of the local constitution, there will be nominations and elections of all other Committees not mentioned in the Constitution along with Branch Representatives in January. If you are interested in being elected for one of these positions, please attend the January 19th, 2014 general membership meeting.

Hope everyone had a great holiday season and all the best to you and your families in 2014.

Anthony Medeiros VP Sales/service salesvice@apocyork.ca 416-347-7146 To our fellow Sales members I would like to invite you to our next general meeting in Unionville on January 19, 2013. Complete Address information is available on www.apocyork.ca. It's important to have good sales/service attendance at this meeting in order to bring forward any concerns. Negotiations for a new collective agreement will be starting soon. Negotiating Demand forms are available from the website also, the negotiating committee names have been posted at <http://www.apoc-aopc.com>. APOC National office has posted sales concerns that were discussed during a special sales meeting at our Branch Office in early summer 2013, please take a look at the National website for up to date information. In regards to staffing, we currently do not have any vacancies in service and a bid is underway to fill two SL2 positions.

Angella Dunn Divisional Vice President: *End of year appraisal:* As we approach the end of 2013 calendar year it is time for you to prepare for the performance appraisal meeting. It is imperative that you read article 47 and letter 1 of the collective agreement that you may refresh your knowledge on the performance appraisal process and use the opportunity to reflect on your accomplishments for the year and present same to your team leader who may not remember or documented your achievements for the year.

Please contact your association shift, zone, section and or office representative should you have any question regarding your upcoming appraisal meeting.

Philip Denny Secretary Treasurer: sectrea@apocyork.ca Please update your mailing address with the York Branch by contacting me at sectrea@apocyork.ca. As we start the new year after a very busy Holiday period at work and home I would like to wish you and your love ones a Happy and prosperous New Year. For all members of our APOC team I would to remind you and offer a simple reminder to review your APOC collective agreement. This is the year of expiration of the present agreement and the National executive negotiation committee has been formed and the real talks will begin this year. Please take the time to submit changes to the collective agreement by using the form that is inserted in this mailing or request a copy from the York Branch and submit your request for change to the Local office at the address at the heading of this news letter. If you have any questions on the process please contact your office Vice president or Div Rep for guidance. We do not have a submission cut off date as yet from the negotiation tem, but rest assured we will be a cut off date for submissions. Therefore, please take the opportunity to make a difference and provide your submission for changes that you would like to present and entered into the negotiations for the new collective agreement. As per the York Branch Local Constitution and By-Laws we have to abide by the rules and one of the rules is to have elections for Divisional Representatives (DIV-REP) in each office. As a result there will be postings and request for members to submit their names to the Vice Presidents to be Div Reps in their respective offices. Please take the time to review the Local Constitution and again try to make a difference and be an APOC Rep in your Office as it applies in the Local Constitution. I am looking forward to see you at the January 19th 2014 General meeting.

Mohamed Matadar V.P. South Central: slppvice@apocyork.ca Hello all, consultation was held on November 5, 2013 at SCLPP. We will be holding the meeting for December on November 29, 2013 and we will also discuss the annual bid for next year at that time. Topics discussed at the November consultation: *Equal Opportunity Lists*, The Association inquired about the status of the equal opportunity list. The Corporation advised that it will ensure that the lists are up to date. *Christmas Schedule*: The Corporation advised that there will be a need to consult on the Christmas schedule with APOC after meetings with other bargaining units. There will be no change to the schedule for Shift #1 and #2. Shift #3 will have the rotation days for Dec 24th and 31st moved back and they will work the prior 2 Sundays. These changes will be in line with our past practice. *Relief Positions*: The Association raised a concern regarding relief supervisors on shift #3 only being able to bid on assignments for a 1 month period. Members would like their selections to cover at least a 6 month period so that they can make future personal plans and be consistent across all 3 shifts. The Corporation promised to review the issue with the shift Managers. The Association further inquired if a supervisor is unassigned will appropriate training be provided. CPC said that this will be discussed with the shift managers based on the shift the members are working. *VES Orgs*: The Association advised that there are two supervisors who indicated that they each have over 40 people in their orgs. The Corporation advised that there will be changes in the orgs that will address this issue and balance the org sizes. *Superintendent Tasking*: The Association advised that a Superintendent has advised the Supervisors that they need to conduct formal interviews and has reflected this on their PMP. The Corporation advised that this will be reviews on the 2013 PMP for the affected members. We will all be busy during the Christmas rush; therefore, I will take this opportunity to wish you & your family a Happy Holidays & Seasons Greetings on

behalf of the APOC YORK Division Executive Council.

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Please submit your name to me or your shift Div Rep if you are interested in becoming an APOC rep. for the upcoming year. Existing Reps can submit their names also to indicate their interest.

Wendall Quintyne V-P Gateway wlppvice@apocyork.ca...416-459-1871

I would like to take this time and opportunity to thank all APOC members at Gateway for electing me as your Office APOC VP. I would also like to wish a Happy New Year to you and your family. I would like to invite all members to our general membership meetings where you can voice any concerns that you may have. Meetings are held every third Sunday of every other Month and the next meeting will be on January 19th, 2014 at 10:00 hours at the APOC Office Hall, please come out and join us. Gateway consultations took place on November 20th, 2013 where staffing was the main issue. This year the Corporation is going through some financial difficulties and they are looking for ways to control costs maximize save. As members of APOC let us just do our jobs and work our and scheduled allotted hours, take our scheduled lunch and break periods and abide by our collective agreement. As a member if you have to attend a PIP meeting with management, you are advised and reminded to request APOC representation and I would strongly recommend that you having one present at the meeting with you. I am looking forward to working with you. Please visit our Website at www.apocyork.com for the latest and up to date information and news about APOC.

Wayne Burey V-P MTH: thmvice@apocyork.ca 416-347-7165. To begin I would like to invite everyone to be an APOC REP in their areas. We will be selecting new APOC reps for Transportation, Learning & Development and MOS. Please let me know by January 10, 2014 if you are interested in being a Rep in your area. In Transportation we have completed vacation consultations and bidding will start in January. West Transportation has an OP3 vacancy, South Transportation and WPDH are fully staffed and YDC has a vacant OP1 and OP2 positions that has yet to be filled.

Fleet training and Learning & Development has completed vacation consultations and will start bidding in the New Year. MOS has a few vacancies that should be filled by January. There was no consultation for MOS, therefore vacation schedules are not finalised, there are a few pressing issues that we needs to addressed, so hopefully they will be completed by soon. We are into the Christmas season and everyone is very busy moving the mail. I would like to wish everyone a Merry Christmas and Happy New Year. Please be safe and I am looking forward to seeing everyone after the holiday season. I would like to remind you to please notify the Branch if you have a change of address, it is important to update the data base in order for you to continue to receive your news letters from the Local. I would like to remind everyone if you have any questions or issues, please contact me by email or phone listed above or the Branch office at 905-479-5950 and we will address your concerns to the best of our ability. Next York Branch general meeting is January 19, 2014 at 10:00H and I hope to see everyone there.

Ian Sullivan V-P Delivery: delvice@apocyork.ca ...

It has been a very interesting year with many new developments. Postal transformation has been integrated into our lives with many questionable results. I am looking further to see the way CPC will decided to create our new workdays and I am expecting to see defined expectations and descriptions of our daily duties. I think that Canada Post must apply changes to its day to day business application and we must evolve to remain viable in the market. But it must be in a way that does not over burden the membership.

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I am concentrating heavily on Staffing for this New Year. We must have staff in place to cover the absences, and covering more than one position at a time leaves openings for the teams to be vulnerable to making serious errors which will end up disciplinary actions against the membership. We need to work together as a team regardless of rank and or position in the corporation. Working as a team is essential and I can only encourage everyone to work together as a team to enjoy overall success. I look forward to hearing from you this coming year. End

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