

Association of Postal Officials of Canada York Branch
March 2012 Branch News Letter
2750 14th Ave. Unit G14 Unionville, ON. L3R 0B6 - apocyork.com
Next York Branch General Meeting is July 15th 2012 at 10:00 hr

president@apocyork.ca Lance Graham, President, A.P.O.C. York Branch
Fellow members, Here are a few lines to keep you up to date on things that has taken place. APOC National Branch President's Meeting took place in Montreal from May 29, 2012 until June 4, 2012, it went well. We also had an election for Delivery V.P., Jimmy Galavodas was the winner, Jimmy work at 280 Progress also Ms. Isabel Mokhtarian, 600 Commissioner Street and Ian Sullivan Brampton North were appointed Div. Reps. for Delivery. July General Meeting and our annual BBQ go together, (just a reminder). By the time you receive this News Letter it will be summer, here is hoping you and your love ones will have a very happy enjoyable summer.

To our fellow Sales/Service members I would like to invite you to our next general meeting in Unionville on July 15, 2012. Sales/service members are invited to catch up on consultations with the Corporation bring your questions. We will be having our annual barbecues everyone is welcome. For direction and important information please check our website www.apocyork.com.

delvice@apocyork.ca Jimmy Galavodas, YORK Delivery Vice President I want to thank everyone for there support in making me the Vice-President elect for York Delivery. I want to take this opportunity to introduce you to the Delivery Representatives: Ian Sullivan, Thomas Keane, Stephen Verschuren, Lyn Weil, and Isabel Mokhtarian. Do not hesitate to contact your local Representative or myself with any issues and we will be happy to address them. Thank you!

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slppvice@apocyork.ca 416-460-4234 Wendall Quintyne I would like to take this time and opportunity to say hello to all APOC members at South Central LPP. I would also like to invite all members to our general membership meetings where you can come and voice any concerns that you may have. Meetings are held every third Sunday of every other Month and the next meeting will be on July 15th, 2012 at 10:00 hours, and this meeting is being held at the APOC Office so please come out and join us then and also enjoy our annual BBQ. Our consultations took place on June 13th, 2012 where staffing was the main issue. If any member has a concern that they would like to have brought to consultations, please bring them to the attention of your shift representative or myself and we would take them up at consultations. Again, a word of caution to all members to be careful when you are addressing your employees in the work place and please include all notes of any changes you do in SAP, also keep all note of your daily work activities because these can be used at any PIP meetings that a member may be called in for. Please remember to visit our website at www.apocyork.com to get all the latest information and news about APOC.

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sectrea@apocyork.ca Philip Denny. As your Secretary Treasurer of the York Branch I will continue to keep you informed and up to date on the activities, progress and defaults of the APOC York Branch. We are embarking on the summer season and the annual leave / vacation period and as a result,

based on past practice, we at APOC will begin to see our work load increase and our members will be asked by the Corporation to take on more responsibilities than we are accustomed to due to shortage of front line supervision over the next three to four months. Therefore, I would ask you as APOC members to start preparing

yourself for the additional work load demands that will be placed upon you. Mind you, this is not new to the Corporation operating strategies. For our senior front line team this will come as second nature and we will adapt to the situation as we have in the past. However, the concerns are and will be the inadaptability of some of our newer front line team members in these conditions. This may cause some stress on us all in the Association in the case of members inability to meet daily work demands, inpatients with staff and other team leaders and our customers which may result in poor work performance and in some cases which may lead to disciplinary and PIP actions against members. Needless to say, this will increase the work load and activities on our Office Vice Presidents, Divisional Representatives and the APOC Local and National Executives in the form of representation for our members. It will be another long hot summer out there, so please take heed and be diligent in your daily activities. Try to be at work on time and manage your time efficiently. Prioritize your work days and avoid too much time wasting during working hours. Lead by example; be careful how you address your employees on and off the work floor. Be patient and respectful towards other Team leaders and your staff even if the demands being placed on you may seem over burdening and impractical. Remember a soft work and a cool demeanour is always the best diffuser in a sometimes heated situation.

Remember, you cannot control someone else's thoughts, words or deeds. Sometimes you have to be the one to step back and control yourself regardless of the adversities and challenges that you may be facing at work. As an APOC front line supervisor try to remember that you cannot change the culture of the Corporation and the employees within the processes in which you are placed in charge of on a daily basis is your responsibility. Some things will not change and some people cannot be changed, and you will not be able to change them over night, contrary to popular belief. Therefore, use your training, wit, experiences, and the knowledge you have acquired and apply them appropriately. Use Interpersonal and Intrapersonal skills to obtain the objective you wish to achieve at work. MBO (Management by Objective) & PMA (Positive Mental Attitude) can sometimes work in your favour. Read a few books on these and other self motivating attributes and apply them appropriately at work for your success and that of the Corporation.

In closing, I would like to remind you of the July APOC York Branch General meeting and BBQ to be held on Sunday July 15th 2012 at 10:00 hours at the APOC York Branch Office. Please attend this meeting and bring a few other members along with you.

Suggestive reading for all members: THE LOCAL CONSTITUTION and BY-Laws Art:19,17,14, 7, 5.....

Also, the APOC COLLECTIVE AGREEMENT: Art: 47, 42, 43, 39 & 32.....

Please remember to send your new mailing addresses to Secretary Treasurer sectrea@apocyork.ca