

**Association of Postal Officials of Canada York Branch May 2013 Branch News Letter**  
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**Lance Graham** [president@apocyork.ca](mailto:president@apocyork.ca) Tel: 416.432.2137 Fax: 905.479.4290 Fellow members, it seems most members are not pleased with their yearend Performance Appraisal and is seeking answers to many questions. I am willing to help in any way I can but from what I have been hearing there is not much we can do. May I direct all members to review pages 158 and 159 of our APOC Collective Agreement to better understanding of the process and best practices in Performance Appraisals and its Local applications.

**Philip Denny Secretary Treasurer:** [sectrea@apocyork.ca](mailto:sectrea@apocyork.ca) As we are fast approaching the mid year, please be reminded that the APOC collective agreement stated that every member should receive a mid year appraisal from their team leader there is a time line attached to this process and you will be notified of it no later than mid June 2013. The APOC National Convention will be held in Victoria B.C.

**YORK BRANCH 2013 APOC NATIONAL Convention DELIGATES / Alternates: Jeff Paulin, Sandra Burgess, David Low, Mahmoud Mohamed, Oswald Dockery, Carl Benjamin, Stone Blemano, Mark Galea, Mohamed Matadar, Ian Sullivan, Robert Penney, Titus Lucas, Mark Galea, Lance Graham, Anthony Mederios, Philip Denny, Wendall Quintyne Wayne Burey, Louie Karapalevski, Jimmy Galavodas, Alternates are: Lawina Notario & Mort Mc Donald.**

Please make an effort to attend the next APOC York Branch general meeting on May 26<sup>th</sup> 2013 all members are welcome. Over the next few months we will all be experiencing some challenges in our work centres. This will be a result of the ongoing APOC staff shortages and absences. We will be asked to do a bit more than our usual job functions and assignments in the work place. Rest assured that the APOC National, Regional and Local levels have been addressing the staff shortages on your behalf over the past three years. For some reason it seems like the hiring and training process over the same period have not solved the staffing shortage problem in most offices in the GTA. Is it the norm? NO! Is it the reality? YES! What can APOC do at this point and time in 2013? We will continue to address the staffing short falls with team leaders and clarify with them what you are able to accomplish in a given work day. Keep the Association informed of staff shortages in your work centres and document dates and times as much as possible of excessive expectation and work load demands that you feel will affect your performance in getting your job done. In most cases the work down loads are reasonable and rational. But in some cases it can and will be overwhelming. You will have to speak up and protect yourself from stress and related side effects that will in the long run lead to negative actions taken against you.

**Reminders:** Please notify the Local at [sectrea@apocyork.ca](mailto:sectrea@apocyork.ca) of any change of address:

**Wendall Quintyne V-P** [slppvice@apocyork.ca](mailto:slppvice@apocyork.ca) 416-460-4234 \_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 May 26<sup>th</sup>, 2013 at 10:00 hours and this meeting is being held at the APOC Union Hall so please come out and join us.

Our consultations were re-scheduled for April 23<sup>th</sup> 2013 and staffing will be the main issue. I am asking all members to work their eight hour of work and take your contractual lunch and breaks. Here's thanking all members at SLPP for giving me the opportunity to represent you as your Vice President. We now have a representative for shift three; her name is Terry Lee CAGUIAT. Please give her your full support and cooperation in her new role. Take the time to visit our website at [www.apocyork.com](http://www.apocyork.com) to get all the latest information and news about APOC.

**Ian Sullivan Delivery V-P** [delvice@apocyork.ca](mailto:delvice@apocyork.ca) Ian Sullivan VP Delivery: The last couple of months have been very busy; the focus of the company has been to protect its financial stability and its customer base. This means there has been a greater level of accountability for Supervisors and Superintendents alike. You will see more station audits and more upper management visibility. This means that you will have to be more diligent, you will have to ensure your NDM is completed and submitted, you will have to explain why you may not have been able to complete your duties. Best advice I can give you is document your activities, if your tasks are not directly related to NDM it is imperative to document why. Keep a day planner and use it daily, note times and duration of tasks that prevent you from NDM tasks. Do not stay silent, you are not alone; ask for help or guidance from your Superintendent or Manager. Having your day prioritized does not mean you have failed, it just means you need assistance to ensure you are meeting the expectations of your superior. This shows initiative, it shows that you want to ensure your customers receive the best service possible. And lastly if you are given a 24 hour notice, do not take it lightly. APOC is here to represent you for a reason. Please come to your general membership meeting and hear about what is happening and how it will affect you.

**Wayne Burey THM V-P** [thmvice@apocyork.ca](mailto:thmvice@apocyork.ca) 416-347-7165. We continue to have our monthly consultations and there are no vacancies at in Transportation, West Trans, South Trans or West Parcel Delivery Hub. YDC has 2 vacant positions which will not be filled because of the processing operations work that is moved to the stations. YDC also has OP1 acting in an OP2 position which we hope will be filled soon. In Learning and Development we have everyone back in their substantive position with no vacancies. We do however have 2 people off at SCLPP which does create a challenge when it comes to delivering material. Mileage grievance has been denied and will be going to arbitration. MOS continues to be busy with postal transformation and will be adding more RMO positions. Their offices in YDC are in need of some minor repair and we continue to pursue the corporation to get this work completed as soon as possible. We continue to address through consultation any issues that may arise so feel free to contact myself or a rep in your area if you feel your rights are not being respected or treated fairly. I want to remind everyone that if you have any questions on any issue please contact me at 416-347-7165 or the Branch office at 905-479-5950 and we will address your concern. The next general meeting is May 26, 2013 at 10:00H and I hope to see everyone there. Be safe and enjoy the nice weather.

**Stone Blemano V-P Gateway** [wlpvice@apocyork.ca](mailto:wlpvice@apocyork.ca) We continue to get complains due to more people transferring form other areas into Gateway. As a result the seniority list keeps changing and updated seniority list are posted in different work areas. Please verify your start and seniority dates to ensure that it is correct. The group B list is also affected when we get new members joining APOC from CUPW. Individuals affected are the only people with the personal records and information to help resolve these seniority issues. Staffing continues to be a challenge and some relief supervisors are covering permanent position which makes it difficult for staffing work centres that require relief. Supervising multiple work areas are becoming a norm in Gateway and these issue of working multiple work centres has been the focus and bone of contention of our discussions at our monthly consultations. Both sides have constructive disagreements on the issues. Do not hesitate to speak with your superiors about your concerns, because you can only perform one duty at a time and only be responsible for your last work assignment. Sharing your concerns and making your team leaders aware of what can and cannot be accomplished during the course of the day helps to resolve some of these issues. We are aware of ongoing negotiations between CUPW and Canada Post management with regards to staffing changes in Gateway. The negotiations with CUPW have not been finalized. APOC has not been provided with a proposal. Some vacancies have been identified in the Office an temporary supervisors are anxious to get their permanent position; management however have to follow the process outlined in the Collective agreement. I will encourage temporary supervisors to continue to keep doing a good job, ask for feedback from your peers, superintendents and manager and ask for help if required. Most APOC members and managers are willing to provide help when it is requested. Involve your APOC representatives if you require assistance. APOC has expressed concerns about training for new members that bid into the TCR office. This issue has gone back and forth over the past few months without any real resolution. In the meantime we have been relying on peer to peer training and the expertise and co-operation of experience members in the TCR office to train and mentor new APOC members in the section. The struggle continues with a multitude of unresolved issues. Our collective agreement will be coming up for negotiations in the new future and we need to start getting ready. Compile and send your concerns to the APOC and they will be forward to the representatives to be presented. A point to be considered is the lack of clear consequences when infractions occur in the applications of APOC collective agreement is evident. It is the opinion that the gentleman agreement between APOC and the Corporation is clearly not working.

**Anthony Medeiros V-P** [salesvice@apocyork.ca](mailto:salesvice@apocyork.ca) 416-347-7146

**Sales & Serve Team be advised no submission of issues or concern in Sales & Serve**

**Next York Branch General Meeting is May 26<sup>th</sup> 2013 at 10:00 hr**

