

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 March 25th 2012 at 10:00 hr

I would like to take this time and opportunity to welcome all new APOC members to South Central LPP and to say hello to all other members. 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 for 2012 will be on March 25th, 2012 at 10:00 hours. Consultations were held on January 10th 2012 for SLPP, if you have any concern that you would like to bring forward for the next consultations, please provide it so that it may be entered on the agenda prior to the meeting. You can bring it to the attention of your shift representative or me. Consultations are scheduled to be held every month and your concerns will be presented at the meeting we would take it up providing it is on the agenda. Just another reminder and word of caution to all members, please be careful when you are speaking with or addressing your employees in the work place and please include all notes of any changes you do in SAP. Also never use CPC's property such as computers, Xpresspost envelopes etc. for non related work duties. Please remember to visit our website at www.apocyork.com to get all the latest information and news about APOC both National and Local. **Wendall Quintyne** slppvice@apocyork.ca 416-460-4234

I would like to wish everyone all the best in 2012. I missed the deadline for the January newsletter and for that I apologise. We in APOC have a long way to go to achieve what is required from the Corporation. At this time our Personal Evaluations should all be completed and this is the last one on the rating scale of 1 to 3. Starting this year our scorecards will be graded on a 1 to 5 system. Your annual leave bids should all be completed by now, if you have not selected your leave by now please let me know.

Transportation we have a few new supervisors at YDC, WHPD and West Transportation. I would like to welcome them all to APOC and Canada Post and to let them know they have APOC to support them. WPDH has gone through a restructure and supervisors have bid to new shifts. The APOC Reps for 2012 in Transportation will be Louis Karapalvski, Navin Persaud and Olivia Quintyne.

Human Resources training department has been busy with Postal Transformation and the Letter Carrier and driver training. Some new positions for both permanent and developmental positions have been established. If you have the necessary job skills, I advise you to apply and hopefully you will succeed in getting the opportunity to share your skills and knowledge. Anne Eaton will be the Rep for training for 2012.

MOS they have been busy with Postal Transformation, route measurement and tour changes. Quite a bit of travel is involved both Locally and Nationally. I Just want to remind every one of the corporate travel policy and the use of corporate credit cards. Please make sure you are familiar with what is expected of you and the applications and implications therein.

I would like to welcome Jeff Paulin as the rep for the MOS group for 2012, and I would encourage everyone that has any questions or concerns to contact their APOC Rep or myself and we will address all matters to the best of our abilities.

Keep in mind that it is your right to have an APOC representation present when you are given a notice of interview by management. I am looking forward to seeing you at the next membership meeting on March 25th, 2012 at 10:00 hours at our APOC Office in Unionville. In solidarity.

Wayne Burey Vice President MTH:thmvice@apocyork.ca 416-347-7165

To our fellow Sales members I would like to invite you to our next general meeting in Unionville on March 25, 2012. Complete Address information is available on www.apocyork.ca. It's important to have good Service/Sales attendance at this meeting in order to bring forward any concerns. We would like to congratulate George Johnson on his nomination to continue as APOC sales/service representative for 2012.

From the Desk of George Johnston I would like to take the opportunity to congratulate the Toronto local Sales Team for qualifying for the 100% Club. They have 6 Local Sales representatives that qualify for 100% Club and have won the Caribbean Cruise for Late April for 7 days of Sun, Ocean and relaxation. Plus congratulations to the Direct Channel Sales Reps. who were SL-1 now have been upgraded to SL-2. Also it would be nice to see more representation from Sales & service group at the next general meeting on March 25/12. **Anthony Medeiros V-P Sales/Service**

Fellow APOC York Branch members: We are approaching the first Quarter of our business and calendar year and this is a very important time of year for all of us. We have the Corporation in transition which is affecting us all as an Association and also as members of the management Team. Performance Appraisals, Postal Transformation, Annual Leave bids, NDM (or what is left of it) and so on. The work load and Personal expectations in our work centers and the ramifications therein are starting to have some negative on some of us. Anxiety, stress, and related adverse ramifications. The training of our new team members and the burden it is causing some members is affecting members to comply with the Corporation daily expectations of our members. APOC and most importantly the members of our Association are becoming overwhelmed and exhausted. Over the past few years the York Branch has been communicating to you by publishing these by-monthly News Letters and encouraging APOC York Branch members to attend the General meetings. I am asking you as a member of the APOC York Divisional Branch to get involved in the activities of the Local and make a difference in the future of the APOC Association.

Over the next few months the anomalies of APOC staffing shortage and operational requirements will again be at the forefront of our attention. It will be affecting us all and as a result, our relief staff members will be holding vacant permanent positions for prolonged periods instead of working in their relief position and members in permanent positions will be expected to take up the slack by covering more work centers than they are able to handle at once..

Members may be denied their request for Night Recovery, accumulated Compensation time leave, and as in the past some of our members were being denied their Personal Leave request due to operational requirements.

These practices may continue for the remainder of the Year due to situations that we as a Local have no control. However, there are some things that we can do in a collective manner to address some of these problem. Document your daily activities as much as possible and try to deal with your employees and SAP issues as expeditiously as possible. Make the appropriate use of your personal diaries and note books and apply time management to its fullest, (request training if required) and if all also fails, these and related Courses are also being offered at your neighbourhood Community Colleges. You may apply for financial reimburse from the Corporation by notify your Team Leaders in writing prior to enrolment.

All Leave request should be made as far in advance as possible and ensure that the Team Leaders sign and date the Leave form and provide the pink copy back to you. Keep your records and most important notify your APOC Div. Rep. or Office Vice President of any concerns you may have.

The York Branch Financial Audit will be completed and presented to the General meeting at the March 25th General meeting. The process for the Elections for the Delivery Office Vice President is on the way, and nominations will be held at the March 25th APOC General meeting.

Seven Delivery members have qualified to run for the V.P position as per the APOC York Constitution and By-Laws, they are:

- James Albert Doherty
- Mark Galea
- Jimmy Galavodas
- William McDonald
- Tina Mah
- Ian Sullivan
- Sandra Burgess

An election will be held if more than one member accepts the nomination for the position, and this is in accordance with the APOC Local By-Laws. Please make an effort to attend the General Meeting in March 25th 2012. And take some time and review the APOC Collective Agreement and the York Branch Constitution and By-Laws. Please ensure that your proper mailing address is up to date with the APOC York Branch.

Knowledge is POWER.....**Philip Denny Secretary Treasurer** sectrea@apocyork.ca

Newly Elected Gateway APOC Branch Representatives

I would like to thank all APOC members in Gateway for your co-operation and participation during the Branch Representatives Election. The newly elected Branch Representatives for 2012 are:

- Carl Benjamin,
- Robert Penney
- Wendy Mitchell
- Oswald Dockery

We continue to get more complains due to more people transferring form other areas into Gateway and the seniority list keeps changing with new Supervisors coming in.

Updated seniority list are posted in different work areas. Please verify your start and seniority dates to ensure that it is correct.

Staffing continues to be a challenge. Most relief supervisors are covering permanent position which makes it difficult for APOC members to Supervising multiple work centers and this is becoming a norm in Gateway. The issue of working multiple work centres has been the focus and bone of contention of our discussions at our monthly consultations and both Management and APOC have constructive disagreements on the issue.

The 2012 – 2013 Annual leave consultation was not favourable to APOC. We had lengthy and meaningful discussions in an attempt to gain more weeks for our members to select Annual leave, but the Corporation took a firm stand on allocating just enough blocks for the entitlements allowed to our members. The shift #3 supervisors in Parcels and Docks will be the most affected by this. APOC informed the Corporation that by not making enough blocks available could potentially lead to staffing shortages going forward. The Corporation explained that they offered APOC more than enough weeks and will not open more annual leave blocks. Staggered break times makes it very difficult for supervisors to staff their work area. As a result, in some cases are affecting the breaks and lunches for Supervisors. If you find yourself in such a situation please arrange with your Team leaders to ensure that you are taking your contractual breaks and lunches on a timely basis, because in the long run this will have negative affects your health.

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Stone Blemano V-P Gateway, 416-459-1871GATEWAY

