

May 2014 York Branch NEWS LETTER
Association of Postal Officials of Canada York Branch
Next General Meeting is May 25thth 2014 at 10:00 hr
2750 14th Avenue Unit G-14 Markham, ON. L3R 0B6

President Sandra Burgess: president@apocyork.ca Hello Colleagues, you may have noticed that a password is now required to access the local consultation minutes on the web site. The reason is, there was a privacy/security concern brought to the local's attention regarding anyone having access to the minutes without a password and as a result, immediate action was taken to correct this issue. You will now require the four (4) digit APOS York ID number should be on the front of the envelope mailed to you with the newsletter enclosed and you are require to use that APOC ID # to access the APOC York Branch Web site. Your user name and password will be the 4 digits. Unfortunately, we could not inform the membership prior to the change being made and I apologize for this. I hope you understand the urgency to ensure that this sensitive information is now available only to the Branch membership with valid APOC ID numbers.

As the local continues to visit facilities and speak to members, we realize that "Stress" is a common word used throughout the GTA. I do need to emphasize that the Employees Assistance Program (EAP) has numerous programs to assist all employees with the pressures facing us. Many members have found these services to be extremely helpful in assisting us in maintaining a work-life balance when the need arises. These coping mechanisms can be quite challenging and problematic thus exceedingly difficult to handle on your own without proper counselling and assistance. You may be surprised at what you can gain from these services.

- Negotiations -Talks continue and updates will be posted on the National website.
- Grievance hearings for 2012- These are now complete and we are moving forward with 2013. When the grievance replies are received from Labour Relations, I will send them to the respective members.
- Quote - "There's only one way to succeed in anything, and that's to give everything." - Vince Lombardi

In closing, please note that at the March General meeting, the membership voted to move the next General Meeting to May 25th, 2014 instead of the scheduled date of May 18th which is a Holiday weekend.

Anthony Medeiros VP Sales/service salesvice@apocyork.ca 416-347- To our associate Sales/Service members I would like to invite you to our next general meeting in Unionville on May 25, 2014. Complete Address information is available on www.apocyork.ca. It's important to have sales attendance at this meeting in order to bring forward any matters. Negotiations for a new collective agreement have started. No current vacancies for the Serve group, two inside sales positions to be filled this month.

Philip Denny Secretary Treasurer: sectrea@apocyork.ca as we approach the mid point of the 2014 year we as APOC members have been doing things correctly, and as we should in the work place. Mid year reviews and objective planning will be buzz words for the next fiscal quarter. I know I will have some raised eye brows from members for making a comment like that; but let me explain. The latest JOSH reports are quite clear that accidents in the work place is on a decline and our APOC membership ranks are increasing over the past year due to diligent, persistent and prudent approaches and consultation on the part of our APOC Local, Regional and National executives and the corporation. This will in no doubt benefit the Local as a whole, and more importantly our front line team members who have been struggling in their work centres due to lack of staff and positions not being filled over the past three years. Kudos to all those involved, and continue the good job. Page 1

Annual leave is starting to affect our respective work centres, therefore, we as APOC members must be creative at work and start training employees to do job functions other than the ones that they are currently doing. This will facilitate flexibility and shared knowledge among the work force that will no doubt be of benefit to you as a team leader. Job filling in specialized areas in your work centres will be advantageous to you in the long run when you have to do your reviews with your team leaders and when some staff members are off on leave. We will also have to contend with complimentary staff that will be sent to your work centres. They may not have the necessary skills or knowledge to perform the related jobs efficiently and safely. As a result, as front line APOC members will be responsible for the Health & Safety of those employees. Review safety procedures and practices with the incoming staff and most important, provide the appropriate job aids and support as required. Do not wait for the Team leader to have to tell you to do these POC (Plan Organise Control) functions. Try to avoid saying **"I did not know!"**....all you have to do if in doubt, **"Just ask"**. The Team leaders and the corporation will assist you because they are depending on us the front line Team leaders / supervisors to do a good job at work. I am sure that we will comply with their expectations by planning ahead being proactive, dependable, punctual, alert, safe, professional, and efficient at all times. Apply our AWARENESS, SENSITIVITY, and RESPECT = **Leadership**.

This is what I mean by try to do things correctly at all times. Please update your mailing address with the York Branch so that we can maintain the membership data base in the local.

Last but not least, the APOC National President's conference will be held in Toronto on May 31st to June 01st 2014 and there will be more information to follow on this matter from the APOC National Office.

Wendall Quintyne V-P Gateway wlpvice@apocyork.ca 416-459-1871 I would like to take this time and opportunity to say hello to all APOC members at Gateway and especially the new 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 will be on May 25th, 2014 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 scheduled for April 16th, 2014 and staffing was the main issue. Right now Gateway is going through some changes to its CUPW members and lot of questions are being asked about our own members and their positions, especially those in the Special Products Section with that section merging with the Parcel section. There was no discussion with management about this and we are still waiting to hear from them about their intentions. TCR officers are still waiting to have their bid and now that the OP-2 superintendents are in place we hope this would take place soon. I am asking all members to work their 8 hour of work and take your lunch and breaks. Here's thanking all members at Gateway for the opportunity to represent all of you. Visit our website at www.apocyork.com to get all the latest information and news about APOC.

Mohamed Matadar V.P. South Central: slppvice@apocyork.ca Hello all, hope everyone had a nice March break if you took one. Not much happening in South Plant except for the fact as outlined.

STAFFING - We had some Superintendent movement where # 3 shift VES Sup't moved to back fill Shift # 2 Sup't. Shift # 3 Manual Sup't moved to VES Shift # 3. And Shift # 3 Manual covered by R & D Sup't. We had 3 Sup's successful in training. 1 Expeditor was Successful in Superintendent Position. Supervisors were released to C & D & 1 Term Supervisor coming in from C & D. 2 Terms resigned.

VACANCY - For March Shift # 1 (1) Shift # 3 (1). Page 2 continue

ANNUAL LEAVE - Was discussed for members on long term absence.

The Association was advised that members could return anytime within their vacation time, Therefore positions cannot be opened up for re-bid. All annual bids have been completed.

NEW BUSINESS - Performance ratings were discussed for those members who disputed their ratings. APOC followed the proper channel & procedures. The ratings were discussed with Managers before proceeding to the Director level. Last but not least changes in the plant members keep asking me about are still **RUMOURS**.

Wayne Burey V-P THM: thmvice@apocyork.ca 416-347-7165

Hello to begin I would like to take this time to apologise for missing the deadline and not submitting a newsletter last month. Elected members of the executive are required to make monthly submission. I know we all are busy but we also made a commitment that needs to be honoured. In Transportation we were able to fill 2 vacant OP3 positions one in WPDH with Mike Auber and one in West Trans with Ian Ali. I would like to congratulate both gentlemen and wish them continued success in their new positions. We subsequently promoted 2 terms to indeterminate positions to fill the 2 OP1 vacancies that were created by these promotions. They are Sheila Mae in WPDH and Garo Gamjekian, welcome to the team. South Transportation, West Transportation and WPDH are now fully staffed. YDC has vacant OP1 positions and a OP3 position that will not be filled at this time with all the reduction of MSC occurring at that facility.

Fleet training and Learning & Development has gone through restructuring and bidding with vacancies created by retirements and transfers. A few issues have surfaced which we are trying to resolve through consultation. MOS has 2 vacancies remaining that should be filled by time the next newsletter is published. We did have consultation on vacation for the DPO 2.0. Some pressing issues were settled so hopefully they will be satisfactory to the members.

Rating should all be discussed and put in SAP by now. If you are unsatisfied with your rating, please make an appointment to discuss the matter with your manager and an APOC should accompany you. Note a rating of 1 ratings is the only rating that can be grieved. With a strong case we may be able to change some of the other ratings providing proper documentation can be produced by the member.

I would like to remind all members to please notify the branch when you have a change of address so that we will be able to update the Branch data base and continue to send you APOC information.

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. The next Branch general meeting is May 25, 2014 and I hope to see everyone there.

Ian Sullivan V-P Delivery: delvice@apocyork.ca No issues or submission for Delivery Vice President.