

**Association of Postal Officials of Canada York Branch**  
**September 2012 Branch News Letter**  
**2750 14<sup>th</sup> Ave. Unit G14 Unionville, ON. L3R 0B6 - apocyork.com**  
**Next York Branch General Meeting is September 16/2012 at 10:00H**

Lance Graham, [president@apocyork.ca](mailto:president@apocyork.ca) President: Fellow members, we should all know by now that PT is in high gear through out York Division. My understanding of PT is that it is the new operational standard or standards of Canada Post Corporation. Many are asking; what will Canada Post be at the full and complete implementation of PT? Why our work load has increased three times the norm since PT? Why there is no coverage when members are on contractual leave? Why lately it seems member's line of communication to their bosses is via a 24 notice. We have been trying to get answers to these questions and all your other questions, we expect to receive answers to all and will be happy to send them out to you.

Anthony Medeiros [salesvice@apocyork.ca](mailto:salesvice@apocyork.ca) (V-P Sales and Service). To our fellow Sales/Service members I would like to invite you to our next general meeting in Unionville on Sept 16, 2012. Sales/Service members are invited to catch up on consultations with the Corporation, bring all your questions. Lets have a good number of ours members attend. Its mid year time again if you have any questions/concerns please have a discussion with your local APOC representative.. For directions and important information about our local please check our website [www.apocyork.com](http://www.apocyork.com)

Wendall Quintyne V-P SLPP [slppvice@apocyork.ca](mailto:slppvice@apocyork.ca) 416-460-4234 Hello to all APOC members at South Central LPP. I would 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 September 16<sup>th</sup>, 2012 at 10:00 hours, and this meeting will be held at the APOC York Association Hall so please come out and join us then. Our annual BBQ was held in July after the general meeting and I want to thank all those members that came out. Our consultations took place on July 11<sup>th</sup>, 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. Be careful when you are addressing your employees in the work place and please include all notes of any changes you do in SAP, and again 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](http://www.apocyork.com) to get all the latest information and news about APOC.

**Jimmy Galavodas V-P Delivery [delvice@apocyork.ca](mailto:delvice@apocyork.ca)** The APOC Delivery Representatives Team is diligently addressing our number one concern which is the lack of staffing and we will continue to make this our #1 priority. The Team will continue to address all concerns and I encourage you to share your concerns with your local Representative. I want to take this opportunity to thank David Smook who is the National APOC Postal Transformation lead for visiting implemented Postal Transformation Depots in July and sharing his knowledge and expertise.

**Philip Denny Secretary Treasurer [sectrea@apocyork.ca](mailto:sectrea@apocyork.ca):** Personal safety should be at the forefront of our daily activities at work. New employees are constantly being sent into the work centres from other shifts. Some employees may not be quite familiar with the operations to which they are assigned and it is the responsibility of you the Line Team leaders to train them and with no small effort, to maintain the process flow, safety requirements and most important the work centre overall performance and efficiency. Over the remainder of the leisure season and into the fall which happens to be the beginning of the Corporation's Q4, we will have to contend with these and other challenging scenarios at work. Please accept this as a fact of life as a Front Line Team Leader at Canada Post Corporation. Ask questions if you need assistance and ensure that the proper safety requirements are met by the staff in which you are in charge in the work centres. Specifically, SAFETY SHOES and HIGH VISIBILITY VEST which are mandatory in some work centres. Do not hesitate to speak with your staff and if necessary ask them to leave the work floor if they do not have the proper and necessary safety attire to be in your work centres. In some cases you may get some serious push back from your staff on some of these issues. Please keep your cool, speak calmly and specifically to the issue at hand. Remind the staff that you are ensuring their safety and well being by asking them to adhere to the safety rules and regulations of the work centres. And most importantly, seek help and assistance from your peers and Team leaders if required. Last but not least, please ensure that you provide the APOC York Branch with your correct mailing address.

**Stone Blemano: V-P Gateway [wlpvice@apocyork.ca](mailto:wlpvice@apocyork.ca)** Gateway staffing is a mess. Managers, superintendents and supervisors are not lined up as it is supposed to be on the Organizational charts. The numbers of APOC members who have taken acting assignments and expeditor roles have made it very challenging to properly align the APOC staffing. The Supervisory staffing shortage this summer is taking its toll on Supervisors. The reality is that if you are asked to supervise a wide area with so many equipments with all the other variables, your success rate is greatly reduced. If you feel overwhelmed with your work load do not hesitate to report your concerns to your APOC Rep. You need consistent and constant dialogue with your immediate superiors to discuss what can be done within your scheduled hours of work. Do not hesitate to inform your representatives to assist you to resolve such matters.....

Lack of proper working phones has been an agenda item on our monthly consultations. In our July consultation APOC was informed that there are new phones issues to Gateway. APOC has also been informed that these will be shared phones among supervisors on shifts and these new phones should be up and running soon.

We have expressed concerns about individuals that have been in acting assignments in Gateway for extensive periods of time. The introduction of Expeditors has also added more problems with APOC staffing. The ripple effects of APOC members taking positions and acting in other positions is an issue that was brought to the attention of APOC National Executive Officers.

The collective agreement does not address these issues in a clear manner that would address the issue. The Association cannot stop its members from taking advancement opportunities provided by the Corporation.

Relief supervisors are now used to cover regular assignments for longer periods. Supervisors are not getting help and management do not provide adequate supervisors in some sections. The Postal Transformation and the Scan to Vehicle training is also adding to shortage in Supervisors in Gateway. In most cases managers and superintendents do not canvas for supervisors to be extended or start early to help with the staffing needs required to run the operation.

Then Corporations directives for on time and leave are to be followed. Please do not use you own discretion to honour time when an employee is not at work without seeking approval from your superior. If cannot justify why you are changing original clock rings, you will be putting yourself at risk for punitive action. Changing clock rings unjustifiably can cost you your job.

Wayne Burey Vice President MTH: [thmvice@apocyork.ca](mailto:thmvice@apocyork.ca) 416-347-7165

We continue to move ahead assist with the progression of postal transformation. We have to be vigilant as we fill out our expense forms to make sure there are no errors to which we may be held liable.

Your mid years should be completed and in the system by you team leads. Take time to go over it and ask questions if there is anything that is not clear.

Staffing seems to be coming along with no vacancies since new supervisors are being hired. We still need to make sure that we work safe and are aware of our duties.

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 you rights are not being respected.

Hope everyone had an enjoyable summer and continue to enjoy the environment in which they work and if not the Association will try and make it better going forward. Next meeting is September 16, 2012 and I hope to see everyone there. Be safe and enjoy the nice weather.

Next General meeting will be held on Sunday September 16<sup>th</sup> 2012 at 10:00H

END

