

Association of Postal Officials of Canada

York Branch

www.apocyork.com



2750 14th Avenue, Unit G-14 Markham, ON L3R 0B6

September - October 2021 Newsletter

Next General Membership meeting is Sept 19th through TEAMS (virtually)

Sandra Burgess

Branch President

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416-432-2137 or 905-479-5950



Colleagues,

Hope this newsletter finds you and your family well and safe.

The Executive would like to welcome back all members who have returned from High-Risk leave. Some of you have shared that the time off was concerning with the unknown of the virus and the constant changing of direction from the Health Professionals and the Federal Government. Rest assured; we shared the same sentiments with you. As some of the unknown is behind us and we move forward to returning to some sense of normalcy, we hope your return has been seamless. If you require any retraining, please discuss with your Team Leader to arrange.

By the time this newsletter is posted, your Team Leader should have conducted a discussion and uploaded your mid-year appraisal. I hope you embraced the opportunity to address any comments; written or verbal made at that time. As a reminder, a rebuttal would have also been appropriate to submit, if there was any disagreement with your appraisal. If you are the recipient of any identified performance issue/issues, I would strongly encourage you to address this directly with your Team Leader and request coaching and/or mentoring which will allow a fair timeline for you to improve over the next four months.

The Corporation has stated that some of the COVID tasks which were placed on hold are slowly being reintroduced. As the City reopens offices, businesses, etc. NM is one of the priorities listed to assist businesses lure customers back. Members have raised concerns regarding wave 4 of COVID-19 and the variants, and question why the haste to reintroduce some activities at this time and not at a later date. Your concerns have been noted and will be raised at the September consultation.

A reminder that APOC does not generate lieu days. If your scheduled A/L falls during a stat. holiday, when completing a leave request form, you are to indicate whether you intend to schedule the stat. day on the following week or be deducted for 4 days. If you complete the leave form and reflect A/L on the stat. holiday, you will be paid for the day. Once the SAP entry has been actioned, you can reverse the request, but are expected to reimburse the Corporation the money paid for the A/L day you reflected on the stat.

Comp Time is granted at the discretion of the Corporation and the needs of the operation. If authorizing comp time will generate the section incurring OT, most likely the Corporation will deny your request. As peak season approaches, if you are considering applying for CT in the near future, I suggest that you review the A/L board for your area to gauge whether your request may/may not be granted.

At the local branch office, one of the A/C units require repairs. The contractor has advised that the cost to repair will be approximately \$3,000 - \$4,000 depending on the cost of parts, but the replacement is in excess of \$20,000. The unit is 15 years old, and Lennox does not provide replacement parts for any units 20 years and older. In that case, we have bought ourselves 5 years to investigate our options after this repair. Once more information is received, we will share during the GM team meetings and updates in the newsletter. ***"Belief creates the actual fact" - William James***

Kathleen Rogers

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314



New Members, Welcome to APOC York Branch

Members - For some it has been many years since you have completed your APOC membership application. On your application you would have identified a beneficiary. Has your beneficiary changed? Keeping your legal APOC beneficiary information up to date is very important. Please reach out to me if you require to change your beneficiary information.

Non-members - Did you know completing your APOC membership application and submitting the legal necessity of \$5.00 for processing, entitles your beneficiary to a basic life insurance for \$20,000 and the option to request more. Completed forms can be scanned and sent to sectrea@apocyork.ca you can also e-transfer to the same email address the \$5.00 the processing fee.

I often get asked:

Revocable – means you can change your beneficiary at anytime.

Irrevocable – means you would require the named beneficiary's signature to change the beneficiary

Being a member in good standing, also gives you the ability to Vote in elections, place a vote at general membership meetings, to submit requested changes to our APOC York Constitution to be voted on, and APOC Collective agreement to be ratified and more.

If you have any questions about becoming a member please reach out to your area representatives or send me an email.

Wayne Burey

T/H/M VP

thmvice@apocyork.ca

416-347-7165



Hello everyone,

As summer ends and we head into the school year please stay vigilant in social distancing and follow covid protocols.

West Trans currently has 1PT vacancy, 1 supervisor on leave and 1 on Developmental that are currently backfilled. WPDH also has 1 supervisor off on leave backfilled by terms. South Trans has 1 FT vacancy filled by Partheenpan Sinnathurai and the PT filled by Bob Ritchie. YDC has no vacancy.

MOS continues to assist the operation as they slowly return to their regular tasks. They will be returning to regular operations in the near future.

Learning and Development is back to in-class and hands on training. Protocols are in place to provide social distancing to make training safe for everyone.

We have a membership meeting scheduled for September which will be conducted vitrually.

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.

Dillon Lumsden

Delivery East VP

delvice@apocyork.ca

416-347-7162



Fellow Delivery Members,

I hope you all had a safe and enjoyable summer. As we transition from good weather and outdoor activities to more time indoors, we are reminded the need to remain vigilant with the current covid-19 protocols. Please take the time to read the HO Emp Comms to stay abreast of the most current information on covid-19 and corporate initiatives. In September Delivery and supervisors will resume interacting with customers at outdoor single houses. Delivery agents will resume the delivery of proof of age (POA) and customs owing items. Supervisors are expected to conduct on street verifications including contacting customers where mail receptacles have already been cleared. Schools are returning to in class learning so school zones will have an increase in pedestrian traffic.

The finishing details with The New Staffing Bubble are being finalized making the additional APOC positions available for operation. Testing of the IPAD's for supervisors has started in a few select depots as pilots. CPC has also started the deployment of new smart TV's in the depot replacing the old Vine TV system. The smart TV's will allow the local depots to stream and share information to employees. This is currently being tested at 280 Progress.

The completion of our East Plant fall 2022 opening and the hiring of approximately 70 new APOC members in the GTA is on track. To members who have expressed clarification on the process to follow for opportunities and vacancies in the new plant please visit the APOC website for the latest information. Please continue to raise your concerns to your area APOC representative.

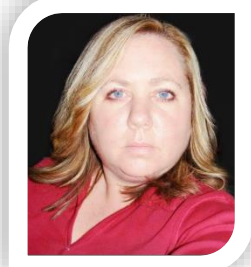
Our APOC general meetings remain via Zoom, please provide your APOC representative with a required personal email and the invite will be sent to you.

Jennifer DiMeo

SLPP VP

slppvice@apocyork.ca

416-460-4234



Hi Everyone,

I hope everyone is enjoying the summer weather.

We recently had our midyear reviews, if you have not had one yet, please email your Superintendent. Some members have reached out to advise they are not in agreement with some of the comments made in their midyear. Please be advised if you are not in agreement with anything that is in your midyear you can write a rebuttal to explain why you are not in agreement. Once completed you need to email this to your Superintendent and ask to have it added to your comments on your midyear.

Consultation will be held on September 14th. Please reach out to myself or any of the reps if you would like us to add any topics to the agenda.

As always, please use your shift reps to assist you with any issues, or concerns.

Sharon Griffith

Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear Colleagues,

We are in September and the conversation about peak will start. So far, we have no confirmation about if there will be caps this year on our customers, but we need to be ready for these conversations with our customers and make sure we secure equipment as this is one of the big irritants during peak.

By now you have seen or heard the announcement on the news that the government will be enforcing all federal employees to be vaccinated and that they expect the same from Crown corporations to follow their lead. National APOC has reached out to the Corporation, and they stated that they are evaluating the federal mandate and have committed to keep APOC apprised of developments as they arise. The Association will continue to monitor the situation closely and remain committed on ensuring that our members rights are respected and protected.

I get this question regularly about Bereavement Leave, so I thought I would add it to the newsletter.

Where a member of his immediate family dies, an employee shall be entitled to special leave with pay up to four (4) consecutive scheduled working days. Such leave shall not extend beyond the day following the funeral and special leave with pay shall be granted only for those days which are not his regularly scheduled days of rest or a designated paid holiday. In addition, he may be granted up to three (3) days special leave with pay for the purpose of travel.

32.3.1 At the request of the employee and as required by his religious beliefs, bereavement leave may be extended beyond the day of the funeral but the total number of days granted must be consecutive and not greater in number than those provided above, and must include the day of the funeral. **32.3.2** An employee is entitled to special leave with pay, up to a maximum of one (1) day, to attend the funeral of his son- in-law, daughter-in-law, brother-in-law, or sister-in-law.

“Immediate family” is defined as father, mother (including stepfather and stepmother and foster parents), brother, sister, spouse (including common-law spouse), child (including child of common-law spouse and stepchild) or ward of the employee, father-in-law, mother-in-law, grandparents, grandparents of the employee’s spouse, grandchild and relative permanently residing in the employee’s household or with whom the employee permanently resides.

Stone Blemano Gateway VP

wlpvice@apocyork.ca

416-459-1871



There are a lot of questions being asked about the opening of the GTA East Plant. The membership wants to know when to put in their transfers and how the change is going to impact them. While APOC is aware of the upcoming changes, the final decision has not been made. The corporation is still having talks with APOC at the DVP level, and you will be notified in due course. There are notice boards at both Gateway East and West with information about the GTA East plant. Updates about the new plant will be posted

The mid year APOC reviews echoed the same year over year complaints. Most of the complaints centered around issues that were never in the view of the complainants or discussed but ended up on the mid year reports. It is very important that you get your representatives involved where necessary. Unresolved differences can lead to more complicated issues. Superintendents are also part of APOC, and we need to work together to create a peaceful working environment.

The covid19 situation in Gateway has improved. We are awaiting further direction from the Corporation about mandatory vaccination. Covid19 guidelines laid out by the public health authorities and Canada Post is to be followed. Please let your representatives be aware of safety measures that will help make your workstation safe.

The next APOC YORK general membership meeting is on September 19, 2021. Please send your personal emails to wlpvice@apocyork.ca so I can send you an invite for the meeting.

Dawn Gayle

Divisional Vice President

gayle@apoc-aopc.com

416-414-3346



To All APOC members,

I encourage **ALL APOC members** to fill out the **Employee Engagement Survey** that will be made available to you on September 9th to the 13th before it is released to the rest of the Corporation. The survey will then be open from September 13th, with the last date to submit by paper is October 8th, 2021, and online is October 13th, 2021.

This is your opportunity to:

- ✓ **share your experiences (good, bad, or indifferent)**
- ✓ **voice your opinion(s) and suggestion(s)**
- ✓ **be heard.**

Your honest answers may make your job easier

This is your workplace and the decisions made can impact how you do your job and what you get out of it. Think about it: if no one brings issues to the attention of the people who can get them resolved, they can only get worse, not better. The Corporation can use your honest feedback to make the company a better place to work.

CPC really wants to know what employees are thinking and how to make things better. Give specific examples that can back up your opinions to give your answers more credibility and better understanding of the issue.

You have a voice in the company, embrace it

Your opinion does matter, that's why the Corporation is trying to get your feedback and your opinions so you should answer your employee survey honestly! This is your opportunity to be well heard.

In Summary

Your answers to an employee survey can impact company policy so you should take your time to answer each question thoughtfully and thoroughly. Avoid rushing through the survey or saying what you think CPC wants to hear, as this won't help anyone.

The higher the response rate means that more voices will be heard, data will be more accurate, and results will be more meaningful and tailored to employee needs and concerns. A win-win for everyone!

Did you know that the Corporation will donate \$1 for every survey completed to the Canada Post Children's foundation? They will also double that donation if they receive a response rate of 35% and triple it if they receive a response rate of 50%. Your opinion will not only help the Corporation to make informed decisions to better your work environment, but it will also support children and youth in your community.

Do your part, fill out your survey, have your say and be heard.

Dawn-Marie Gayle

Divisional Vice President, York Branch



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York Branch President	Sandra Burgess	GTA York Branch Representative	416-432-2137	burgess@apoc-aopc.com
York Secretary Treasurer	Kathleen Rogers	GTA York Branch Representative	416-557-8314	sectrea@apocyork.ca

York Branch Reps Contact List

Facility	Executive VP	Union Reps	Shift / Area	Email address	Stations
South Central Plant	Jennifer DiMeo SLPP shift # 3 416-460-4234 slpp@apocyork.ca	Francesco Di-Biase	Shift # 1	francesco.dibiase@canadapost.ca	 
		Debra Hunter	Shift # 2	debra.hunter@canadapost.ca	
		Jennifer DiMeo	Shift # 3	slpp@apocyork.ca	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 wlpp@apocyork.ca	Alwi Mohamed	Shift # 1	alwi.mohamed@canadapost.ca	
		Carrie Strangis	Shift # 2	Carrie.Strangis@canadapost.ca	
		Nick Turczyn	Shift # 3	nicholas.turczyn@canadapost.ca	
Sales and Serve	Sharon Griffith Sales & Serve 416-347-7146 salesvice@apocyork.ca	Prateek Malla	Sales	prateek.malla@canadapost.ca	
MOS, Training, Trans	Wayne Burey Training, Mail Operations Support, Transportation 416-347-7165 thmvice@apocyork.ca	Navin Persaud	WPDH & Trans	navin.persaud@canadapost.ca	
		Susan Leeder	Training	susan.leeder@canadapost.ca	
		vacant	RMO		
Delivery	Dillon Lumsden Delivery 416-347-7162 delvice@apocyork.ca	Roberto Tantsef	East Delivery	roberto.tantsef@canadapost.ca	280 Progress, Willowdale depots, Ajax, Whitby, Pickering, Oshawa, Local Area East Wicksteed, Scar Dep 11, 600 & 675 Commissioners 70 Wynford, 31 Brodie, 14th Ave
		Brian Wilson (supv)	Central Delivery	brian.wilson@canadapost.ca	Richmond Hill, Thornhill main, Aurora/New Market, East Gwillambury EDC, Etobicoke B/C, 66 Ray, Port Credit/Clarkson, 500 Oakdale, Creditstone
		Sushil Ninawat	West Delivery	sushil.ninawat@canadapost.ca	Miss Dep 3, Miss Campobello, Milton, Oakville MDC, Local Area West, Brampton Main, Brampton North, Concord/Woodbridge