

Association of Postal Officials of Canada

# York Branch

[www.apocyork.com](http://www.apocyork.com)



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

## November - December 2021 Newsletter

**Next General Membership meeting is November 21st through TEAMS (virtually)**

**Sandra Burgess**

**Branch President**

[burgess@apoc-aopc.com](mailto:burgess@apoc-aopc.com)

416-432-2137 or 905-479-5950



As this is the final newsletter for 2021, I wish you and your family a **HAPPY AND JOYOUS HOLIDAY SEASON.**

I hope this newsletter finds you and your loved ones safe and healthy.

December brings end of year appraisals and again I am urging you to be vigilant in perusing the completed document. Challenge what you consider to be inaccuracies and follow-up with a rebuttal to be attached to the document. The Association suggests that you contact an APOC representative to be in attendance when you are scheduled to meet with the Team Lead.

On October 28<sup>th</sup>, you received the HOComm from the Corporation regarding the vaccination mandate. In the coming weeks, you will be approached by employees who are dissatisfied with the Corporations decision. We ask that you refrain from any potential confrontation and attempt to reiterate the fact that this is a federal mandate and not Canada Post or the bargaining agents. Should they have concerns or questions you are unable to answer, please advise them that a letter will be mailed with any new information. In addition, they can refer to the Canada Post website for frequently asked Q and A. Any new information provided to APOC will be posted on the National website for your perusal.

In the coming weeks, the Association will be consulting on A/L for the 2022/23 schedule. Upon completion of the consultations, the bid boards will be prepared. In order for the bid process to be completed in a timely manner, be prepared by having your selection ready and provide within the timeline. Thanking you in advance for your co-operation in this process.

As we slowly get back into the field, there has been an observation made regarding Team Leader's not adhering to wearing the provided APOC uniform or business casual attire for those who are not yet entitled to earn clothing points. As per Articles 48 of the Collective Agreement, APOC has a uniform benefit, and the expectation is that points allotted to eligible members be utilized to order their uniform. Yoga or track pants are not appropriate attire for the workplace and is not part of the approved uniform. If for any reason, you require a different size than what is currently reflected on your logistik order form, please contact them to make the necessary adjustment. Should you report for your scheduled shift without proper clothing, you may be subject to being sent home LWOP or disciplined.

The constitution committee would like to remind you that any amendment submissions should be received no later than November 26, 2021. Submissions should be sent to [burgess@apoc-aopc.com](mailto:burgess@apoc-aopc.com).

Office representative's term will end on Dec. 31, 2021. If you are interested and wish to submit your name for consideration, please submit your name to the V.P. of the appropriate office on or before January 7, 2022.

**DEVELOPMENTAL EMPLOYEES** - Upon accepting a permanent position with APOC, a welcome package is mailed to you from the National Office. I urge you to complete the documentation enclosed and return the postage paid envelope provided as soon as possible. A sample of a completed form is attached to the newsletter. This will help prevent the documents from being returned to you for completion, which delays processing of your membership application and insurance benefits. Thanking you in advance for your co-operation.

Knowing that some of us are ecstatic and looking forward to seeing 2022 in the distance, no one knows what lies ahead for 2022. Despite the ongoing turbulence facing us, try to keep positive, create a coping mechanism which allows you to manage your daily stresses, but most of all, continue to follow the advice of medical experts and doing your part to keep each other safe and healthy.

**Kathleen Rogers**

**Branch Secretary/Treasurer**

[sectrea@apocyork.ca](mailto:sectrea@apocyork.ca)

**416-557-8314**



Hello everyone and for all APOC members that don't know me. I would like to introduce myself.

My name is Kathleen Rogers, I am the APOC York Branch Secretary Treasurer, and a Shift 3 Superintendent at South Central letter processing facility. I was previously a member of our Local York Branch Constitution committee and was elected for the 2019 APOC National Constitution Committee. I was also an APOC Representative for many years.

I would like for all to be aware of our APOC York Branch Local Constitution. The local constitution is created by You, the York Members. The link I have provided is our Local Constitution and I invite you all to review our document as it outlines all processes, elections, the roll of the executive team and responsibilities.

[Constitution-and-By-Laws.pdf \(secureservercdn.net\)](#)

Welcome Aboard all New APOC York Branch Members

To you and your Families, have a safe and wonderful Holiday

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](mailto:thmvice@apocyork.ca)

**416-347-7165**



Hello everyone,

I wish everyone good health as we continue to battle Covid. We head into our busy Christmas season and need to keep health and safety in mind as we complete our tasks.

West Trans has 1 person on STDP and 1 person on an acting assignment and 1 vacancy. WPDH has 2 supervisors off on leave backfilled with term employees. South Trans has 1 supervisor on leave. YDC has 2 supervisors on leave backfilled with term employees.

MOS has a few vacancies that are being filled through the transfer process. Just want to remind everyone if you are interested in any positions to make sure you have your transfer submitted.

Learning and Development is training in all areas. They have temp trainers for peak. They have members off on leave but no vacancies at this time.

We have a membership meeting scheduled for November 21st at 10am. Due to restrictions with Covid the meeting will be conducted through teams, and you will be informed how to log in. We continue to conduct our monthly executive meetings via conference calls and are always available to address everyone's concerns.

Stay safe and healthy as we navigate these challenging times.

**Dillon Lumsden**

**Delivery East VP**

[delvice@apocyork.ca](mailto:delvice@apocyork.ca)

**416-347-7162**



Fellow Delivery Members,

Ontario's vaccination stat as of October 28th, 2021, of eligible population with at least 1 dose is 88.03% and of eligible population fully vaccinated 84.2%. Ontario has now opened back to full capacity for most business sectors and social events. Members are reminded to remain vigilant, wear mask at all times when entering any indoor facility. Continue to practice social distancing when possible and follow the current government and health Canada guidelines.

CPC Operations

Canada Post has formalized a vaccination practice in line with the federal government's approach, after consultations with all bargaining agents. Our practice requires all employees to be fully vaccinated. The practice comes into effect on October 29, 2021, with full compliance required by November 26, 2021. Members who are not yet fully vaccinated, please ensure you are familiar with all the requirements and dates communicated by CPC.

Delivery has resumed full NM audits of inside Bunker checks and outside POC NM verification including both visual and engaging with customers. NM mail is still a major growth area for CPC and KPI's and targets reflect that.

As peak season approaches, members should be getting their talk tracks for footwear, high visibility gear and apparel, pre-trip inspections, defensive driving, windchill and extreme cold weather alerts. APOC members are eligible for reimbursement for their purchase of snowflake rated footwear.

Delivery Scanning reminder for Peak Season – Team Leads should hold a five-minute talk to reiterate why scanning is important to our customers and our business.

(RACHEL) R = Registered C = Parcels and Customs H = Parcels E = EMS L = Exprès

**Jennifer DiMeo**

**SLPP VP**

[slppvice@apocyork.ca](mailto:slppvice@apocyork.ca)

**416-460-4234**



Hi Everyone,

We finally had consultation with the Corporation. We spent a lot of time discussing all the changes in staffing and the new developmental positions. There will be a lot of new faces and more to come in the very near future. You would have received an email from Lia regarding open blocks for the peak season. We had tried to have this open with the regular bids however we could not come to an agreement and did not want to hold up the vacation bids. We filed a grievance, and it was agreed that one block would be open for each of the weeks in the black out period. They will allow one OP1 and one OP2 or 3 per directorship to bid on these blocks. If you are interested in any of these weeks, please send an email to Lia. We will be meeting with the corporation shortly to discuss the upcoming vacation blocks. We will be requesting to have the blackout period open to one block per board. If you have anything you would like us to discuss with the Corporation, please speak to your shift rep or send me an email.

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



## Sharon Griffith

### Sales and Serve VP

[salesvice@apocyork.ca](mailto:salesvice@apocyork.ca)

416-347-7146



Dear Colleagues,

Year end is quickly approaching, and we have a few things to keep in mind. Our yearends are coming up so don't forget to put in all the great things that you did this year. This is your time to sell yourself.

It is Peak season and a very busy time for all of us. Please remember to take time for yourself during the next few months as we tend to lose ourselves trying to multitask and meet deadlines.

Finally, the holidays are quickly approaching. This is a time for getting together with family and friends whether it be virtually or in person.

Take this time to slow down and enjoy the little things. of time and love are surely the basic ingredients of a truly Merry Christmas. and see you all in the New Year!!!

Sincerely your APOC Sales and Serve Reps

Prateek Malla and Sharon Griffith



## Stone Blemano

### Gateway VP

[wlpvice@apocyork.ca](mailto:wlpvice@apocyork.ca)

416-459-1871



The long-awaited proof of vaccination by employees is finally here. Canada Post has come out with the guidelines for employees to acknowledge proof of Covid-19 vaccination. Some APOC members in Gateway have been asking questions about what the Association is doing to protect its members who do not want to get vaccinated. Individuals who do not wish to get vaccinated for their own reasons cannot be forced. APOC has heard your concerns and the many individual reasons why you do not want to be vaccinated. However, the deadline is getting close, and the guidelines and consequences are very clear. This is a federal mandate and public health issue.

There are ongoing discussions about the staffing of the GTA East Plant. The DVP is reviewing the impact to Gateway APOC staffing. There are no new updates at this time and will provide them to you as soon as we can. We will keep you posted when new information becomes available.

The peak season is getting close, and the volumes are anticipated to be high. We face a lot of challenges as we all struggle to use the limited resources available. These challenges can result in conflicts on the work floor. Please be mindful of the corporate values and the code of conduct. Let's be respectful of each other. Escalate the situation if you cannot handle it to your immediate superiors for assistance.

We have a lot of new members joining APOC. Let's welcome them into the APOC family. This will help to resolve some of the staffing and workload concerns.

We continue to encourage the membership to join us for the general membership meetings via teams. Please forward your personal emails to me at [wlpvice@apocyork.ca](mailto:wlpvice@apocyork.ca) so I can send you an invite.

Our next general membership meeting is on November 21, 2021.

**Dawn Gayle**

**Divisional Vice President**

[gayle@apoc-aopc.com](mailto:gayle@apoc-aopc.com)

**416-414-3346**



Wow, another year coming to a close in what feels like the blink of an eye. The peak season is now upon us with preparations being made for the increased volumes, extra hours, winter preparations, and new seasonal staffing. It is important that you keep yourself and your employees safe by being extra diligent in following and adhering to the safety rules and that you take the time to rest and relax, to keep up with the volumes and demands.

**Respecting each other and the hierarchy when communicating or escalating issues**

We have seen an increase in communications over the last several months where members are sending letters directly to the President and senior VP's, without raising their issue locally with the superintendent, manager, director, Human Resources, Industrial Relations, Business Partner, The Association, or the GM, to give them the opportunity to resolve the issue locally or internally.

**Efficiency in Communication**

An established chain of command creates efficiency when reporting problems or communicating with workers. For example, when a worker skips a level or two and communicates a problem to the supervisor's manager or director, the supervisor doesn't have an opportunity to correct the problem. Managers and Directors, while familiar with higher-level strategies and planning, aren't prepared to correct the operational issues or the day-to-day activities of front-line employees, or don't have the time to investigate and bring it to resolution, without them involving the supervisor or superintendent that were bypassed and skipped over. It's more efficient to direct complaints or report problems to the supervisor or superintendent at the lowest level before escalating the issue to upper-management employees.

**Supervisor Morale and Respect**

When employees frequently ignore the chain of command, it may affect the morale of supervisors and superintendents. Supervisors and Superintendents may feel that they aren't respected by their subordinates and may also conclude that the Corporation doesn't support their authority. After a breakdown in the chain of command, workers may feel as if nobody is in charge or that nobody cares. This can create an atmosphere of uncertainty and chaos, which affects the morale of all workers in the organization. Over time, productivity and efficiency may decrease, causing long-term damage to the Corporation or relationship. It also prolongs the issue as it has many layers to go through to get it resolved, unnecessarily.

**Skipping the chain of command**

Escalating issues without following the chain of command does not get the issue resolved faster, nor does it change the outcome of the issue, it is actually the opposite and could delay it, as well as creating additional stressors due to the escalation, which is unnecessary. Think how you would feel if your employees didn't come to you and give you a chance or opportunity to correct an issue and went above your head?

**Exceptions to the rule**

If the issue is of a confidential nature, involves the next level person, or there is fear of reprisal, then it would be appropriate under these circumstances to break the chain of command, to escalate it to a higher level of authority to have the issue resolved. If in doubt, or you need advice, please reach out to the Association for support and guidance. You can also follow the whistle blower process that can be found on intrapost.

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<b>Divisional Vice President</b>	<b>Dawn-Marie Gayle</b>	National/Regional Representative	416-414-3346	<a href="mailto:gayle@apoc-aopc.com">gayle@apoc-aopc.com</a>
<b>York Branch President</b>	<b>Sandra Burgess</b>	GTA York Branch Representative	416-432-2137	<a href="mailto:burgess@apoc-aopc.com">burgess@apoc-aopc.com</a>
<b>York Secretary Treasurer</b>	<b>Kathleen Rogers</b>	GTA York Branch Representative	416-557-8314	<a href="mailto:sectrea@apocyork.ca">sectrea@apocyork.ca</a>

## 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 <a href="mailto:slpp@apocyork.ca">slpp@apocyork.ca</a>	Francesco Di-Biase	Shift # 1	<a href="mailto:francesco.dibiase@canadapost.ca">francesco.dibiase@canadapost.ca</a>	 
		Debra Hunter	Shift # 2	<a href="mailto:debra.hunter@canadapost.ca">debra.hunter@canadapost.ca</a>	
		Jennifer DiMeo	Shift # 3	<a href="mailto:slpp@apocyork.ca">slpp@apocyork.ca</a>	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 <a href="mailto:wlp@apocyork.ca">wlp@apocyork.ca</a>	Alwi Mohamed	Shift # 1	<a href="mailto:alwi.mohamed@canadapost.ca">alwi.mohamed@canadapost.ca</a>	
		Carrie Strangis	Shift # 2	<a href="mailto:Carrie.Strangis@canadapost.ca">Carrie.Strangis@canadapost.ca</a>	
		Nick Turczyn	Shift # 3	<a href="mailto:nicholas.turczyn@canadapost.ca">nicholas.turczyn@canadapost.ca</a>	
Sales and Serve	Sharon Griffith Sales & Serve 416-347-7146 <a href="mailto:salesvice@apocyork.ca">salesvice@apocyork.ca</a>	Prateek Malla	Sales	<a href="mailto:prateek.malla@canadapost.ca">prateek.malla@canadapost.ca</a>	
MOS, Training, Trans	Wayne Burey Training, Mail Operations Support, Transportation 416-347-7165 <a href="mailto:thmvice@apocyork.ca">thmvice@apocyork.ca</a>	Navin Persaud	WPDH & Trans	<a href="mailto:navin.persaud@canadapost.ca">navin.persaud@canadapost.ca</a>	
		Susan Leeder	Training	<a href="mailto:susan.leeder@canadapost.ca">susan.leeder@canadapost.ca</a>	
		vacant	RMO		
Delivery	Dillon Lumsden Delivery 416-347-7162 <a href="mailto:delvice@apocyork.ca">delvice@apocyork.ca</a>	Roberto Tantsef	East Delivery	<a href="mailto:roberto.tantsef@canadapost.ca">roberto.tantsef@canadapost.ca</a>	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	<a href="mailto:brian.wilson@canadapost.ca">brian.wilson@canadapost.ca</a>	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	<a href="mailto:sushil.ninawat@canadapost.ca">sushil.ninawat@canadapost.ca</a>	Miss Dep 3, Miss Campobello, Milton, Oakville MDC, Local Area West, Brampton Main, Brampton North, Concord/Woodbridge



# NEW MEMBER ENROLLMENT FORM (SAMPLE)

<https://www.apoc-aopc.com/download?action=filedownload&fileid=169&ftype=apocdocument>

ASSOCIATION OF POSTAL OFFICIALS OF CANADA  
MEMBERSHIP APPLICATION – Group Life Insurance – Policy # 22331

Member No.

Name of Branch <b>YORK</b>		Employee ID <b>123456</b>
Applicants name Family Name: <b>DOE</b> Given Names: <b>JOHN</b>		SIN <b>600-111-222</b>
Address No: <b>123</b> Street: <b>ZERO STREET</b>		Date of Birth YY: <b>90</b> MM: <b>01</b> DD: <b>01</b>
City: <b>TORONTO</b>	Province: <b>ON</b>	Postal Code: <b>A1A 2B2</b>
Male: <input checked="" type="checkbox"/>	Female: <input type="checkbox"/>	
Place of Employment <b>GATEWAY</b>	Division <b>PACKETS</b>	Appointment Date YY: <b>20</b> MM: <b>01</b> DD: <b>01</b>

I wish to become a member of the Association of the Postal Officials of Canada and I authorize the Association to represent me as my official bargaining agent under the Canada Labour Code in all matters pertaining to my relationship with my Employer. I hereby agree to abide and to be bound by the provisions of the Constitution of the Association of Postal Officials of Canada.

I hereby certify that I have paid this day my entrance fee for membership in the Association of Postal Officials of Canada the sum of \$ 5.00 dollars.

Name of Beneficiary Family Name: <b>DOE</b> Given Names: <b>JANE</b>		Marital Status <input checked="" type="checkbox"/> Married <input type="checkbox"/> Single <input type="checkbox"/> Other
Relationship of Beneficiary <b>WIFE</b>		OR MY ESTATE <input type="checkbox"/>

I hereby certify that the above information is correct and I reserve the right to change the beneficiary subject to any legal requirement.

IRREVOCABLE  REVOCABLE

J. Doe Member's Signature 20/03/01 Date

Members can apply for additional insurance coverage which is subject to medical evidence of health and payment of premiums by deductions or otherwise through APOC.

I wish to apply for optional insurance: No  Yes  Amount \$ 50,000 (unit of \$10,000 max \$90,000)

J. Doe Applicant Signature 20/03/01 Date J. Doe Witness Signature 20/03/01 Date