

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

March - April 2022 Newsletter

Next General Membership meeting is March 20th through TEAMS (virtually)

Our General Membership Meetings start in January and are held every other month on the 3rd Sunday of that Month (unless changed at a general membership meeting due to the meeting falling on a weekend with a holiday or other recognized day). The dates are highlighted below:

| 🇨🇦 January 2022 | | | | | | | |
|-------------------------------|--------|----------|-----------|----------------|--------|---------------------|--|
| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday | |
| | | | | | | 1 New Year's Day | |
| 2 | 3 | 4 | 5 | 6 | 7 | 8 | |
| 9 Day After New Year's Day | 10 | 11 | 12 | 13 Epiphany | 14 | 15 | |
| 16 | 17 | 18 | 19 | 20 | 21 | 22 | |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 | |
| 30 | 31 | L'Quatre | | | | ©Michel Zbinden.com | |

| 🇨🇦 March 2022 | | | | | | |
|----------------------|--|---------|-----------|----------|--------|---------------------|
| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 Good Friday | 21 St. Patrick's Day Good Monday Day | 22 | 23 | 24 | 25 | 26 |
| 27 Easter Sunday | 28 | 29 | 30 | 31 | | |
| L'Weekend and Labour | | | | | | ©Michel Zbinden.com |

| 🇨🇦 May 2022 | | | | | | |
|------------------------|---|---------|-----------|----------|--------|---------------------|
| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 Mother's Day | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 Victoria Day National Patriots Day | 31 | | | | |
| L'except RR, PE Québec | | | | | | ©Michel Zbinden.com |

| 🇨🇦 July 2022 | | | | | | |
|--------------|----------------------|---------|-----------|----------|-----------------|---------------------|
| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
| | | | | | 1 Canada Day | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 August 1st Day | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | L'Weekend and Labour | | | | | ©Michel Zbinden.com |

| 🇨🇦 September 2022 | | | | | | |
|---|------------------|---------|-----------|-------------------------|--------|---------------------|
| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 Labour Day | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 September Equinox | 30 | |
| National Day for Truth and Reconciliation | | | | | | ©Michel Zbinden.com |

| 🇨🇦 November 2022 | | | | | | |
|---------------------------------|--------|---------|-----------|----------|--------|---------------------|
| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 Daylight Saving Time ends | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |
| L'except RR, NS, QC, ON | | | | | | ©Michel Zbinden.com |

Sandra Burgess

Branch President

burgess@apoc-aopc.com

416-432-2137 or 905-479-5950



Colleagues,

I hope this newsletter finds you and your loved ones safe and healthy. In the coming months, the Association may be in a position to resume in-person meetings, as the government continues to ease on some restrictions, we will continue to monitor if and when it is possible to resume meetings at 14th Ave.

In February, scheduled face-to-face meetings with your Team Leader to review and discuss your 2021 performance should have occurred. Receiving a copy of your year-end review via email for signature is not the process and should not be accepted. If you have not had the opportunity to meet with your Team Leader and are unaware of your 2021 rating, please advise the Association.

The new Collective Agreements were mailed to each of you in January. If you did not receive a copy, please contact me at burgess@apoc-aopc.com to arrange delivery of a copy to you. Included in the mailing was a list of the 2022 office representatives for your information. For all APOC issues, please contact the representatives via the APOC address listed and avoid using their Canada post email address. This is to protect the privacy of information shared between a member and the Association.

To members who have recently returned to work from high-risk leave, welcome back. The Corporation is ready to provide any retraining you require to ensure a seamless return to work. Please advise your Team Leader what training you require to allow them to schedule with the appropriate SME as soon as possible.

Upon posting of the March newsletter, all annual leave bidding should have been completed. To avoid being paid-out for carryover from 2021, I encourage you to review your quotas in SAP. Once the action to process the payment has occurred, accessHR is unable to reverse the process. If you are planning a trip and intend to use compensatory time, seek approval first prior to booking your trip. As per the collective agreement, compensatory time can be denied due to operational requirements.

TERM 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 in the postage paid envelope provided as soon as possible. A sample of a completed form is attached to the newsletter. This will ensure that documents are not returned to you for completion, which delays processing of your membership application and insurance benefits. Thanking you in advance for your co-operation. Once the package is received and processed, a membership card will be mailed to the branch office for distribution.

"You can have it all. Just not all at once." - Oprah Winfrey

Kathleen Rogers

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314



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 or visit our APOC York website under documents to complete the change and submit it to sectrea@apocyork.ca

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.

Being a member in good standing, also gives you the ability to Vote in elections, attend 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 not yet completed your application to become an APOC member in good standing or require further information, please contact your area representative or me via email or by telephone.

Considering the challenges and life changes we all faced in 2021, I saw great leadership, new and stronger teams, helping each other, knowing we together can achieve and overcome obstacles. I am very proud of what we all have accomplished in 2021, and looking forward to the remainder of 2022

Wayne Burey

T/H/M VP

thmvice@apocyork.ca

416-347-7165

Hello everyone,

No Submission Received



Sushil Ninawat

A/Delivery East VP

delvice@apocyork.ca

416-347-7162



Dillon Lumsden



I assumed the acting VP role for delivery in January 2022 with a desire to give back. Please reach out to me for any APOC related issues in delivery.

Looks like the pandemic is finally slowing down and soon we should be back to the basics. I want to congratulate all of us for delivering exceptional leadership during recent challenging times. The Corporation has agreed to pay us at 100% for the at risk payment for eligible members .

Hope everyone had an opportunity to sit with their team leads for the year end, if you are not satisfied with your rating please reach out to your branch APOC representatives (Name and Phone numbers are attached at the end) in a timely manner.

We were concerned with the low volumes that we had during this past Christmas and we raised this with the Corporation at our recent consultation. The Corporation stated that this was predicted and was part of their business strategy where they have chosen to receive and deliver product at a higher price limit and to reduce the bottleneck and over capacity of our operations so that the product we deliver is profitable.

NM will be the main focus in the coming days. Please follow the process and submit your NDM package to your team leads on time. I encourage everyone to store their accomplishments in a binder/folder/computer and have them ready for your performance meeting.

Please reach out to branch APOC representatives if local depot is using non NDM forms and practices.

Some of our new members were struggling due to lack of support and training. They are encouraged to initiate a dialogue with their team lead and ask for a APOC representation if needed.

Our general meeting has transitioned to virtual Teams meeting by office. Please visit our website for the next General Membership meeting details.

Please keep wellness in mind.

Next APOC general meeting on March 20th, 2022 via Teams, please provide your APOC representative with a required personal email and the invite will be sent to you.

Jennifer DiMeo

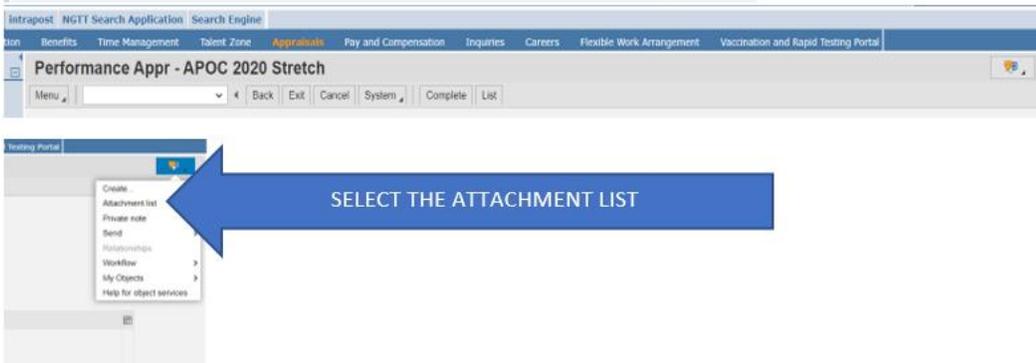
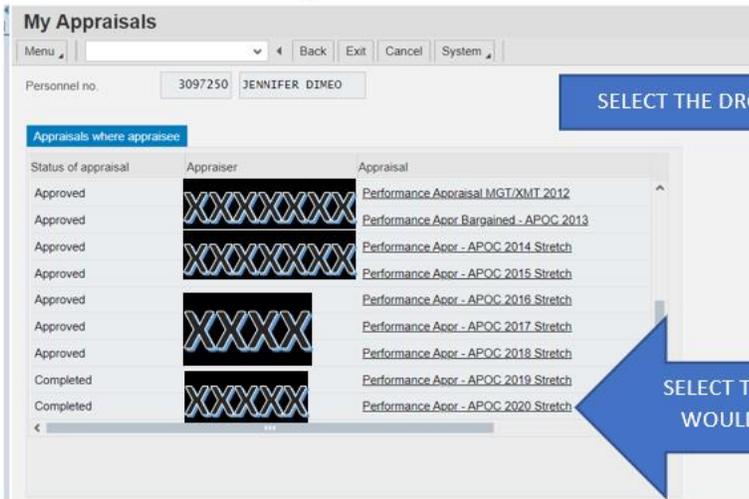
SLPP VP

slppvice@apocnyork.ca

416-460-4234



It is that time of year again. I just wanted to share this print screen tutorial on how to access your appraisal and the attachments. Your superintendent is required to meet with you at mid year to discuss your progress and any concerns for improvement. They should also be meeting with you at year end to review your rating and rationale behind it. Please review your appraisal and reach out to your APOC representative if you have any concerns.



Sharon Griffith

Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear Colleagues,

Hope you are all keeping well. Just want to remind you that the Corporation would be supplying the CRA forms to those working from home due to COVID-19. These forms would serve to allow those qualifying members to claim a tax deduction for home expense's incurred due to these work arrangements. If you want to see an example of the T2200 form you can go to the CRA website. The Corporation will be mailing them separate to the T4's so keep a look out for them.

If you filed an attestation and it was denied, and you want to file a grievance please send me an email and I will send you a grievance fact sheet. You will need to fill that out send it back to me with the denial and Sandra Burgess will upload it in the system.

I will be looking for a new Rep for Sales as Prateek Malla will be leaving the position in May. The minimum requirements are that you needed to have attended two meetings in 2022. If you are interested, please send me an email at salesvice@apocyork.ca. if we have several people interested, we will have to run an election.

For updates on what is happening with the bonus please visit our APOC national website at apoc-apoc.com all updates will be posted there.

Stone Blemano
Gateway VP

wlppvice@apocyork.ca

416-459-1871



There are rumours circulating that there will be a plant bid in Gateway. Please know that this is just a rumour and has NO truth to it.

APOC members in Gateway are worried about the unusually low mail volumes in Gateway. Gateway APOC members have raised their concerns and are frustrated APOC is not providing accurate information about the new plant. There seems to be clear-cut numbers from Canada Post Corporation of CUPW jobs moving to the new GTA East Plant. However, APOC is not providing answers to keep the membership informed of how they will be impacted. I continue to inform the members to be patient and wait until the Corporation provides APOC information that we can confidently share. The APOC York President and Divisional Vice President are negotiating with the Corporation with input from the Gateway APOC executives. APOC also continuously shares updates about the GTA East plant at the APOC York general membership meetings. We know the Gateway East Plant will be impacted but we do not have definitive accurate numbers on who will be impacted.

Sangeeta Dinshaw will be re-assuming the role of the APOC Representative for Gateway shift #2 starting March 1st, 2022.

Carrie Strangis stepped up to fill in this challenging role in the absence of Sangeeta Dinshaw. The Gateway APOC Representatives team and the APOC York Executives would like to thank Carrie Strangis for her excellent contribution to the membership while in this role.

Conflicts between APOC members continue to be a challenge in Gateway. Where possible, we have been able to resolve and found resolutions. We all need to understand this is a workplace with guidelines. We need to respect each other and be professional and always follow the corporate guidelines. I hope that we take this issue very serious and create a cordial and peaceful working environment within various teams to avoid these situations.

Province wide covid19 protocols keep changing rapidly. We do not have any new directives from the corporation. Covid19 is not going away soon enough. It is important that we continue to be vigilant and follow the public health and corporate protocols already in place for covid19.

The next APOC YORK general membership meeting is on March 20th, 2022. Please send your personal emails to wlppvice@apocyork.ca so I can send you an invite for the meeting.

Dawn Gayle

Divisional Vice President

gayle@apoc-aopc.com

416-414-3346



The NEW East Plant (OEPC)

We have been in ongoing consultations with the Corporation on the New East Plant (OEPC). We haven't been able to communicate any schedules or positions at the new plant with our members because we were looking at many different shifts and schedules to be able to give our members a proper work life balance. Some of the new concepts that we were looking at needed to be reviewed and approved at a national level as it was different from anything that we have done before and had to be reviewed holistically as it would have impacted several articles in our collective agreement. We have finally solidified the schedules and shifts at the new plant where there are no split rotations and give members better schedules than what we currently have. We will now be moving to the next phase of the staffing process which is to determine how these positions will be filled.

The YDC facility will be closing and all positions within that office will be moving to the new plant. There will also be some positions within Gateway East that will be moving to the new plant. All of the affected employees will be notified that their positions will be moving.

There are rumours at the Gateway facility that the opening of the new plant will prompt a plant wide bid at the Gateway facility. This is NOT true. There will be little to no impact on the members at Gateway and only the positions identified to move from Gateway east will be impacted and this will be done by seniority and in compliance with the MOA and will be communicated to all APOC members.

We have solidified a process through an MOA for all OP2 support positions that will be created at the OEPC. We also have an MOA for all OP1 positions that is almost finalized. We still need to consult on the OP2 and OP3 positions that are impacted at YDC and Gateway to determine how those positions will be moved and this too will be done through an MOA.

Once we have finalized the process for all positions moving and created at the new OEPC, we will communicate this to our members in conjunction with the Corporations communication. We will also be working on a Q & A to answer any questions that have been raised as well as questions about the bidding and transfer process at all OP levels so that the information is consistent, timely, and agreed to by both parties. This communication should be coming soon.

The new plant opening has been postponed and will not be opening this year due to some unforeseen delays and not being able to open during the peak season. More to come on the new opening date which is hopefully at the very beginning of the new year in 2023.

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**The At-Risk bonus Payment**

It was confirmed by the Corporation that the *at-risk bonus* would be paid at 100% this year for all eligible employees. Last year the at-risk payment was 90% which the Association grieved and has scheduled this grievance to be heard at arbitration to get a ruling on whether the Corporation had the right to reduce our pay. This arbitration has not been held yet and we will share the outcome as soon as it has been heard and a decision rendered, which will be posted on our national website.

**Next General Membership meeting is March 20th through TEAMS (virtually)**

|                                  |                         |                                  |              |                                                                  |
|----------------------------------|-------------------------|----------------------------------|--------------|------------------------------------------------------------------|
| <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  | <b>Jennifer DiMeo</b><br>SLPP shift # 3<br>416-460-4234<br><a href="mailto:slppvice@apocyork.ca">slppvice@apocyork.ca</a>                                     | Vacant                     | Shift # 1        |                                                                                    |                                                                                   |
|                      |                                                                                                                                                               | <b>Debra Hunter</b>        | Shift # 2        | <a href="mailto:debra.hunter@canadapost.ca">debra.hunter@canadapost.ca</a>         |                                                                                                                                                                      |
|                      |                                                                                                                                                               | <b>Jennifer DiMeo</b>      | Shift # 3        | <a href="mailto:slppvice@apocyork.ca">slppvice@apocyork.ca</a>                     |                                                                                                                                                                      |
| Gateway Plant        | <b>Stone Blemano</b><br>WLPP shift # 2<br>416-459-1871<br><a href="mailto:wlpvice@apocyork.ca">wlpvice@apocyork.ca</a>                                        | <b>Alwi Mohamed</b>        | Shift # 1        | <a href="mailto:alwi.mohamed@canadapost.ca">alwi.mohamed@canadapost.ca</a>         |                                                                                   |
|                      |                                                                                                                                                               | <b>Sangeeta Dinshaw</b>    | Shift # 2        | <a href="mailto:sangeeta.dinshaw@canadapost.ca">sangeeta.dinshaw@canadapost.ca</a> |                                                                                                                                                                      |
|                      |                                                                                                                                                               | <b>Nick Turczyn</b>        | Shift # 3        | <a href="mailto:nicholas.turczyn@canadapost.ca">nicholas.turczyn@canadapost.ca</a> |                                                                                                                                                                      |
| Sales and Serve      | <b>Sharon Griffith</b><br>Sales & Serve<br>416-347-7146<br><a href="mailto:salesvice@apocyork.ca">salesvice@apocyork.ca</a>                                   | Vacant                     | Sales            |                                                                                    |                                                                                 |
| MOS, Training, Trans | <b>Wayne Burey</b><br>Training, Mail<br>Operations Support,<br>Transportation<br>416-347-7165<br><a href="mailto:thmvice@apocyork.ca">thmvice@apocyork.ca</a> | <b>Navin Persaud</b>       | WPDH & Trans     | <a href="mailto:navin.persaud@canadapost.ca">navin.persaud@canadapost.ca</a>       |                                                                                                                                                                      |
|                      |                                                                                                                                                               | Vacant                     | Training         |                                                                                    |                                                                                                                                                                      |
|                      |                                                                                                                                                               | vacant                     | RMO              |                                                                                    |                                                                                                                                                                      |
| Delivery             | <b>Sushil Ninawat</b><br><b>(Acting) Delivery</b><br>416-347-7162<br><a href="mailto:delvice@apocyork.ca">delvice@apocyork.ca</a>                             | <b>Roberto Tantsef</b>     | 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<br>Wicksteed, Scar Dep 11, 600 & 675 Commissioners 70 Wynford, 31 Brodie, 14th Ave |
|                      |                                                                                                                                                               | <b>Brian Wilson (supv)</b> | Central Delivery | <a href="mailto:brian.wilson@canadapost.ca">brian.wilson@canadapost.ca</a>         | Richmond Hill, Thornhill main, Aurora/New Market, East Gwillambury, Alliston<br>66 Ray, Port Credit/Clarkson, 500 Oakdale, Creditstone                               |
|                      |                                                                                                                                                               | Vacant                     | West Delivery    |                                                                                    | Miss Dep 3, Miss Campobello, Milton, Oakville, EDC, Etobicoke B/C,<br>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<br><b>YORK</b>                                       |                            | Employee ID<br><b>123456</b>                               |
| Applicants name<br>Family Name: <b>DOE</b> Given Names: <b>JOHN</b> |                            | SIN<br><b>000-111-222</b>                                  |
| Address<br>No: <b>123</b> Street: <b>ZERO STREET</b>                |                            | Date of Birth<br>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>                                |
| Place of Employment<br><b>GATEWAY</b>                               | Division<br><b>PACKETS</b> | Appointment Date<br>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<br>Family Name: <b>DOE</b> Given Names: <b>JANE</b> |  | Marital Status<br><input checked="" type="checkbox"/> Married <input type="checkbox"/> Single <input type="checkbox"/> Other |
| Relationship of Beneficiary<br><b>WIFE</b>                              |  | OR<br>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      20/03/01  
Member's Signature      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      20/03/01      J. Doe      20/03/01  
Applicant Signature      Date      Witness Signature      Date