

# 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

## May - June 2022 Newsletter

**Next General Membership meeting is May 15th through TEAMS (virtually)**

Our General Membership Meetings start in January and are held every other month on the 3<sup>rd</sup> 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

Michel Zbinden / Calendar Canada

**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 / Commonwealth Day	22	23	24	25	26	
27	28	29	30	31			
		L'Ventrevert et L'Avant					©Michel Zbinden.com

Michel Zbinden / Calendar Canada

**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 RL PE à Québec					©Michel Zbinden.com

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**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 Quebec's Day	19	20	21	22	23	
24	25	26	27	28	29	30	
31		L'except RL PE, QC, QC					©Michel Zbinden.com

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**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

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**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 RL PE, QC, QC					©Michel Zbinden.com

Michel Zbinden / Calendar Canada

**Sandra Burgess**

**Branch President**

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

416-432-2137 or 905-479-5950



Colleagues;

Spring is in the air, and I encourage you to take the time to enjoy the season and May flowers.

As the world slowly eases on restrictions to resume daily activities, the Association will continue to conduct the General Membership meetings via Teams. The recent increase in cases and the return of the test sites at some CP facilities, confirms the fact that we are not in a comfortable position to gather as before. We will continue to monitor the data available to us before resuming in-person meetings.

On April 28<sup>th</sup>, I hope you were able to participate in the minute of silence scheduled to remember the lives lost and injured in work-related accidents. As we continue to focus on improving workplace health and safety for everyone to prevent further accidents, if there was an additional activity planned at your facility you wish to share with the membership, please send to me at your convenience.

Also, on April 28<sup>th</sup>, all eligible members received the At-risk pay. To be eligible for the payment, Letter # 1 of the Collective Agreement outlines the criteria – “Regular employees in an OP position and have more than three (3) months continuous service in the Association.” In addition, the fiscal year referred to, is from January 1 to December 31 and not April to March as some of you believed. For clarification, if you started an assignment in October 2021, you **were not** eligible, as October is not counted as month #1, November is month #1.

Recently, I have resumed scheduling visits to facilities. I will mention that the Corporation has once again shared some concerns about the attire worn by some TL’s as not business casual. Despite an informal conversation(s) or two conducted with the TL, the behaviour temporarily changes, only to revert a couple weeks later. Just a reminder that yoga pants, tights, jeans, and similar wear is not considered business casual. If you are ineligible to order uniform, khaki or dress pants are suitable. Should the Corporation choose to formally discipline a member for non-compliance, please contact the representative responsible for your office.

A warm welcome to the newly hired developmental supervisors. In the coming weeks you will receive or have already received the welcome package from the National Office. Please take a few minutes to review the material enclosed. I urge you to promptly complete and return the membership application form in the prepaid envelope provided. You can e-transfer the required administration fee of \$5.00 to [sectrea@apocyork.ca](mailto:sectrea@apocyork.ca). Upon receipt of your application form, once processed, you will be provided with a membership card bearing your APOC ID number and a copy of the Collective Agreement. If a couple of weeks have lapsed without the Association receiving your application, you will be emailed a reminder by the Secretary/Treasurer – Kathleen Rogers. Should you require any additional information, please contact the representative responsible for your office.

*“If you’re always trying to be normal, you will never know how amazing you can be” -Maya Angelou*

**Kathleen Rogers**

**Branch Secretary/Treasurer**

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

**416-557-8314**



Greetings all APOC Members

Did you know?

Your Annual Leave and Personal Time are prorated?

What does this mean?

For example: You received your Annual Leave allotment for the year 2022-2023 and you retire in July 2023. You would not be entitled to use all your annual as it is given to you with the assumption that you will be at work until March 31st, 2023

If you take all your annual and you retire before the end of the annual leave, you will be paying back the time used when you retire that year.

The same applies for your personal time.

When planning to retire it is best to get in contact with [accesshr@Canadapost.ca](mailto:accesshr@Canadapost.ca) via email or 1-877-807-9090 and the Canada post pension center [cpcpension.com](http://cpcpension.com) 1-877-480-9220

Always Plan Ahead: "The afternoon knows what the morning never suspected" – Robert Frost

**Navin Persaud**

**T/H/M VP**

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

**416-347-7165**



Hello APOC Members

I would like to take this opportunity to introduce myself as the New APOC VP of MOS/HPM/ and Transportation. My Name is Navin Persaud, and I will be assuming the role of V.P. I hope to work with all of you in the coming months and years in this role and I look forward for the opportunity.

Your support will be greatly appreciated as I learn each department.

I can be reached via email or by phone. I welcome any concerns to be sent [thmvice@apocyork.ca](mailto:thmvice@apocyork.ca) or alternately you can also call or text me @ 416-347-7165

During this transition I will be coming out to all departments to introduce myself and gain some knowledge of your work areas.

I look forward to meeting all of you.

**Sushil Ninawat**

**A/Delivery East VP**

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

**416-347-7162**



**Dillon Lumsden**



Welcome to spring!! The pandemic curve is still fluctuating, please continue practicing safety measures in place at work and at outside settings

Welcome new members on board. Our next general membership meeting is on May 15th, 2022 (Happens on the 3rd Sunday of alternate months at local branch, however because of covid it s being conducted via teams), please send me your personal email address to be included in the invitation. Just a reminder you can not be at work to attend the meeting and never use corporate equipment. I encourage everyone to participate as it provides you an opportunity and platform to raise your concerns, get to know your local Branch officials, and also get involved in the Association.

Mail volumes continue to be low. Big Focus is on letter-mail, and NM. Please follow the NDM process and submit your package on time to your team leaders. Please reach out to me or any Branch representatives if you have any questions

Time management is a key to succeed. Prioritize your daily tasks and reach out to your team leader if you are overwhelmed.

As spring is here and it feels nice to work around your house, be mindful while using trimmer, lawnmower, or any other equipment, always wear Personal protective equipment (PPE)

Take care of your well being and raise your hand if you require assistance. Stay well and Healthy!!!

**Jennifer DiMeo**

**SLPP VP**

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

**416-460-4234**



Monthly consultation was held April 12th. We discussed the issues with the computers on the work floor. David will be looking at the issue and take inventory as to how many need to be updated or replaced. He did ask me to share with all of you that the tablets are available for us to order. David is working with real estate to look at improving our APOC lounge.

I raised concern with the amount of reports the supervisors are required to complete each shift. I will be putting a list of reports together to present to the corporation to see if we can reduce the amount we are currently required to complete.

Some members had reached out to me with concerns regarding safety audits. Some members had been instructed to complete safety audits in other sections. David had advised that two safety audits per week are required. He said he would speak to the managers regarding the instruction to do the audits in other sections.

The next consultation is May 10th if there are any issues you would like me to raise, please reach out to me.

**Sharon Griffith**

**Sales and Serve VP**

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

**416-347-7146**



Dear Colleagues,

Hope you are all doing well.

I am very happy to announce that my new rep for Sales is Chafica Ghazail. She has been with Canada Post since 2018. She started in inside sales and then moved on to the SL6 role. She is very familiar with both roles and has a good understanding of the concerns in the sales department. She will be a very good asset to the APOC association. Please feel free to reach out to her or myself for any concerns you may have.

From time to time I get asked questions from the members so I thought I would add a section from the collective agreement. This time it will be about Post-Retirement Health Care Benefits.

### **26.6 Post-Retirement Health Care Benefits**

**26.6.1** Subject to the other provisions of this Clause, a retiree who has fifteen (15) years or more of continuous employment on the date of retirement shall be covered by the EHCP if he elects to receive post-retirement health care benefits within sixty (60) calendar days of retirement or the date on which he starts to receive a deferred pension.

If no application to receive post-retirement health care benefits is made, the retiree will not be eligible to be covered by EHCP. This is a one-time election.

**26.6.2** A retiree with less than fifteen (15) years of continuous employment who is totally disabled and in receipt of a disability pension pursuant to the Canada Post Pension Plan shall also be covered by the EHCP if an application is made as provided for in Sub-Clause 26.6.1 above.

**26.6.3** Notwithstanding Sub-Clauses 26.6.1 and 26.6.2 above, an employee whose employment is terminated shall not be entitled to EHCP if he defers pension entitlements for more than five (5) years.

**26.6.4** If a retiree who elected for coverage subsequently notifies the carrier that he wishes to discontinue coverage under Post-Retirement Health Care, he will not be eligible to rejoin the plan at a later date.

**26.6.5** Subject to Sub-Clause 26.6.6, retirees covered by the EHCP pursuant to this Clause are entitled to the same EHCP as active employees, including the level of benefits, deductibles and co-insurance.

### **26.5 Hearing and Vision Plan**

**26.6.6** The Corporation's contribution to the "Basic" portion of EHCP (excluding the Optional Expenses Benefits of the EHCP) shall be eighty percent (80%) and the contribution of the retiree shall be twenty percent (20%) until January 31, 2006. Employees who retire on or after February 1, 2006 to March 31, 2015, the Corporation's contribution to the "Basic" coverage under the EHCP (excluding the optional expense benefits of the EHCP) shall be seventy-five percent (75%) and the contribution of the retiree shall be twenty-five percent (25%). Employees who retire on or after April 1, 2015, the Corporation's contribution to the "Basic" coverage under the EHCP (excluding the optional expense benefits of the EHCP) shall be fifty percent (50%) and the contribution of the retiree shall be fifty percent (50%).

## Stone Blemano Gateway VP

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

416-459-1871



We have finally completed the article 13.6 proposal for Gateway East. Staffing for a six-day operation with two rotation days back-to-back was not an easy task. The consultations and negotiations were intense. We were challenged with a proposal that we disagreed with. Thanks to the Divisional Vice President for standing her ground and fighting back with a better counter proposal. We will be monitoring the APOC staffing closely to ensure that all areas are staffed according to the Corporation both parties agreed on. We will be relying on the membership to voice their concerns as soon as possible to enable us to go back to the Corporation about the effects of the staffing adjustments. We apologize for the short notice and last-minute bidding process to the impacted members. Please advise the Corporation if you will require accommodation to enable you to adjust to the changed schedules.

It is not easy work in an environment where you feel harassed, bullied, disrespected, discriminated against etc. There has been an increase in complaints and APOC is doing the best we can to help our members to resolved conflicts at the workplace. While it is a long and challenging process, we cannot avoid investigating complaints. I will encourage the membership to do their best to create a good working relationship.

### Resolution Process: Investigation

Triggered by **complainant** if informal, early resolution, and conciliation efforts have not resolved occurrence

#### What to expect

Resolution and restoration of safety ... money & discipline are not direct outcomes of this process.

- 1 • Submit **Request for investigation** Team Leader
- 2 • Verify **Request for investigation** is complete. Gather info if incomplete
- 3 • Provide **Confirmation of investigation** to parties
- 4 • Conduct intake with parties
- 5 • Assign investigator within **60 days** of **Confirmation of investigation** being provided
  - Joint Roster
  - Mutual agreement
  - COOHS list
- 6 • Investigation underway- interviews with parties involved & witnesses.  
• Written report provided to National Coordinator
- 7 • Review **Investigation report** for compliance to regulations and privacy requirements
- 8 • Distribute **Investigation report** to Employer representative and debrief promptly  
• Distribute **Investigation report** to parties involved
- 9 • Distribute **Investigation report** to LJHSC and jointly identify recommendations to implement  
• Complete implementation within 1 year of **Notice of Occurrence** and document in IMS
- 10 • Review progress toward resolution at **Monthly review forum** until completion of recommendations
- 11 • Continue **Monthly updates** and provide to parties involved until resolution complete  
• Attach to IMS log
- 12 • Complete **Closure letter** and provide to parties involved when resolution complete  
• Attach to IMS log

	Team Leader	Designated recipient HRBP	Manager	GM/ Director	National Co-ordinator	Investigator
1	✓	✓				
2		✓			✓	
3					✓	
4					✓	
5					✓	
6						✓
7					✓	
8					✓	
9			✓			
10		s	✓	✓		
11			✓		✓	
12			✓			

We continue to covid19 talk tracks in Gateway. Please be mindful that the covid19 virus is still threat. We must continue to follow the protocols in place to help minimize the spread.

I will encourage the members 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 May 15, 2022.

Dawn Gayle

Divisional Vice President

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

416-414-3346



Cowan has seen a 5% increase in STD as a result of mental health claims in 2021 and an increase in absence durations due to limited access to treatment.

<https://info.mindbeacon.com/freetherapy-1> - Now free for Ontario residents!

Mental health services - stress, anxiety, depression and more.

- They have licensed therapists that provide 12 weeks of therapy/support.
- Therapist assigned is dedicated to clients throughout the care
- Program tailored to the individual from start to finish.
- Individual can send them a message at any time – no need to worry about forgetting what it was they wanted to talk about.
- Therapist will get back within 2 business days.

**Next General Membership meeting is May 15th 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	Jennifer DiMeo SLPP shift # 3 416-460-4234 <a href="mailto:slppvice@apocyork.ca">slppvice@apocyork.ca</a>	John Fernando	Shift # 1	<a href="mailto:slpprep1@apocyork.ca">slpprep1@apocyork.ca</a>	
		Debra Hunter	Shift # 2	<a href="mailto:slpprep2@apocyork.ca">slpprep2@apocyork.ca</a>	
		Jennifer DiMeo	Shift # 3	<a href="mailto:slppvice@apocyork.ca">slppvice@apocyork.ca</a>	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 <a href="mailto:wlppvice@apocyork.ca">wlppvice@apocyork.ca</a>	Alwi Mohamed	Shift # 1	<a href="mailto:wlpprep1@apocyork.ca">wlpprep1@apocyork.ca</a>	
		Sangeeta Dinshaw	Shift # 2	<a href="mailto:wlpprep2@apocyork.ca">wlpprep2@apocyork.ca</a>	
		Nick Turczyn	Shift # 3	<a href="mailto:wlpprep3@apocyork.ca">wlpprep3@apocyork.ca</a>	
Sales and Serve	Sharon Griffith Sales & Serve 416-347-7146 <a href="mailto:salesvice@apocyork.ca">salesvice@apocyork.ca</a>	Chafica Ghazail	Sales	<a href="mailto:serverep@apocyork.ca">serverep@apocyork.ca</a>	
MOS, Training, Trans	Navin Persaud Training, Mail Operations Support, Transportation 416-347-7165 <a href="mailto:thmvice@apocyork.ca">thmvice@apocyork.ca</a>	Karl Donneral	WPDH & Trans	<a href="mailto:wpdhrans@apocyork.ca">wpdhrans@apocyork.ca</a>	
		Vacant	Training	<a href="mailto:trainingrep@apocyork.ca">trainingrep@apocyork.ca</a>	
		vacant	RMO	<a href="mailto:mosrep@apocyork.ca">mosrep@apocyork.ca</a>	
Delivery	Sushil Ninawat <b>(Acting)</b> Delivery 416-347-7162 <a href="mailto:delvice@apocyork.ca">delvice@apocyork.ca</a>	Roberto Tantsef	East Delivery	<a href="mailto:delrepe@apocyork.ca">delrepe@apocyork.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
		Steve Thomas	Central Delivery	<a href="mailto:delrepc@apocyork.ca">delrepc@apocyork.ca</a>	Richmond Hill, Thornhill main, Aurora/New Market, East Gwillambury, Alliston 66 Ray, Port Credit/Clarkson, 500 Oakdale, Creditstone
		Brian Wilson <b>(supervisor)</b>	West Delivery	<a href="mailto:delrepw@apocyork.ca">delrepw@apocyork.ca</a>	Miss Dep 3, Miss Campobello, Milton, Oakville, EDC, Etobicoke B/C, 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.
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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>000-111-222</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