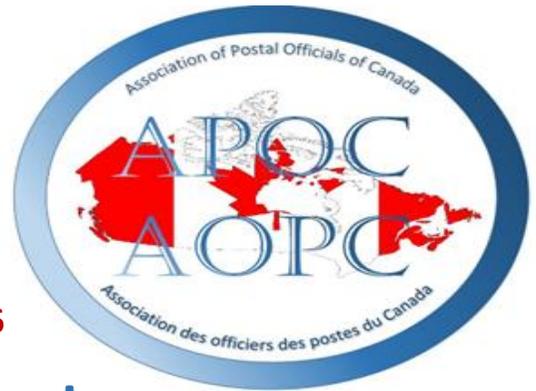


Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

September - October 2022 Newsletter

Next General Membership meeting is September 18th 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. Quebec				

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 / Good Friday	22	23	24	25	26
27 Easter Sunday	28	29	30	31		

L. Newfoundland and Labrador
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 Mother's Day	16	17	18	19	20	21
22	23 Victoria Day / National Parents' Day	24	25	26	27	28
29	30	31				

L. except NB, PE & Quebec
Michel Zbinden / Calendar Canada

July 2022

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1 Canada Day	2
3	4	5	6	7	8 Canada Day	9
10	11	12	13	14	15	16 Newport Day
17	18 Quebec's Day	19	20	21	22	23
24	25	26	27	28	29	30
31						

L. Newfoundland and Labrador
Michel Zbinden / Calendar Canada

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 / Calendar Canada

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 Remembrance Day	19
20	21	22	23	24	25	26
27	28	29	30			

L. except NB, NS, SK, QC
Michel Zbinden / Calendar Canada

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.

Summer is coming to an end, and we eagerly await peak season at Canada Post. As we reflect on low volumes in 2021, the Corporation is projecting a fruitful 2022 peak season.

The Association continues to consult on the staffing requirements for the Albert Jackson Processing Plant. If you were unable to attend the virtual information sessions held on June 14 and 15, the sessions were recorded and can be reviewed at your convenience. During the week of August 22, the Corporation shared via email, communication with Q and A's that were submitted to the committee over the last couple of months. If you are interested in a position at the Albert Jackson Processing Plant, take time to review the communication shared to ensure the process and timelines are adhered to.

In the July newsletter, I mentioned that meetings were to be scheduled with you to discuss your mid-year appraisal. To date I understand some offices have not met with members and simply provided a copy of the appraisal via email for your review and comments. Be reminded, that this is not the process. Team Leaders are required to meet with you, to discuss how you are trending for the year and identify any gaps requiring attention. During the mid-year review, no rating is provided. If this process was not followed, please contact me.

To date, the National Office has not authorized conducting in person meetings and gatherings. Until such time, each branch will continue to conduct virtual General Membership meetings. The executive is hopeful that we may be able to conduct in-person meetings effective January 2023.

Frequently, the branch representatives and executive team is questioned about the criteria for bidding and transferring. Every member was mailed a copy of the current collective agreement for their personal use in February. I would like to draw your attention to Article 43, specifically 43.11 and 43.12 which outlines the criteria for bid and transfer.

The branch is aware of the existing staffing challenges. The Corporation has contracted Adecco to assist with the interviews to meet the demands of hiring Team Leaders. For the first level interview, only Adecco conducts the interview with a CP representative joining the last few minutes to ensure that the process and the CP criteria is being followed. The question in regard to who is responsible for the post-board, remains unanswered. When an answer is provided by the Corporation, I will share with you.

As you manage your career at CP, it is important to note that when you apply for an OP2/OP3 position and you are unsuccessful, should a vacancy become available in the same office within a 6 month timeframe, as per the HR policy, you are not eligible to apply. If you do, you will not be contacted for an interview. However, should a vacancy occur within a different office at the same classification, you are eligible to apply. In preparation for future interviews, you are encouraged to schedule a post-board and use the feedback to better prepare for the next opportunity.

"If you are positive, you'll see opportunities instead of obstacles." – Widad Akrawi

Kathleen Rogers

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314



Re: Cell Phones for Supervisors in Delivery and Local Area

In the 2021 Employee Survey you said that you needed more tools and resources to help you to be more effective and efficient in your role.

In 2022 Canada Post launched the option for team leaders in Delivery and Local Area to replace their desktop or current laptop with a tablet equipped with cellular connectivity. The response by team leaders has been overwhelming as they chose the tablet as their preferred device.

We also provided the opportunity for supervisors in delivery and local area to obtain a corporate cell phone. In many locations across the country many team leaders in delivery and local area already had cell phones and we want to ensure it is a consistent offering for all team leaders in these roles.

In deploying the new cell phones and tablets it is important to remind everyone that these devices fall under our Acceptable Use of Computing Resources Business Practice. The full practice can be found here : [Acceptable Use of Computing Resources Business Practice | Policy and Practice Centre \(cpggpc.ca\)](https://cpggpc.ca)

The practice emphasizes how our various computing devices (laptops, desktops, tablets, cell phone) should be used. When it comes to cell phones, they can be used for personal use within reason. If you are concerned about the extent of personal use then please discuss with your team leader. As your corporate cell phone is a work tool, it is not to be taken with you while on vacation. If you have maintained a desktop phone then you should forward this line to the new cell phone number or if you no longer require a desktop phone it can be removed. If you remove the desktop phone then the corporate directory should be updated with the corporate cell phone number.

When setting up your cell phone voice mail it is recommended that your voicemail message indicate when you will be checking for messages (i.e. during your business hours). As well, your email signature block can also indicate that you will respond during your regular business hours.

Most importantly, for supervisors and superintendents who have cell phones, the intent of the phone is to bring more simplicity to communicate **during business hours**. There is no expectation that the cell phone remains turned on after business hours or while you are on vacation.

To maintain a healthy break from work, disconnecting from work during non-business hours is a habit we all need to get used to. This habit helps us to recharge so that we are energized for the next day. It also means that during non-business hours we are focussed on our outside of work interests like family, friends, exercise, relaxation.

Should you have any questions specific to the Computing Resources practice or how to manage your devices while away from work please reach out to your team leader.

Navin Persaud

T/H/M VP

thmvice@apocyork.ca

416-347-7165



Good day APOC Members, we are coming to the end of our summer days, and I hope you all were able to enjoy a bit of the wonderful Sunshine days.

As we approached our 3rd quarter, we should all have had the opportunity to meet with your Superintendent to conduct your midyear, if you have not done so, please reach out to them and schedule some time for your review.

Its also that time of the year where we start our planning for the holiday season for each department, I'm hoping that lots more information will be shared during our Town Hall meeting. Don't forget to sign up and let your Superintendent know the date you plan to attend.

As for our members, I wanted to remind everyone that the Albert Jackson Location in Scarborough is approaching opening day very soon, if your interested in working there, its time to submit your transfer request, opportunity will be offered to all TL's affected by the moment from Gateway first.

We continue to work on temporary Staffing for learning and Development to prepare for the upcoming Christmas season, we also are welcoming back all the members that were away for long term assignments,

Stay Safe everyone and I encourage you to bring forward any concerns from Transportation, learning and development, MOS/ MDO to my attention so we can together work with each other to resolve any issues. I can be reach via email at thmvice@apocyork.ca or Text 416-3477165

Our Next General Membership meeting will be held on September 18, 2022 Through Teams (virtual)

Dillon Lumsden

Delivery East VP

delvice@apocyork.ca

416-347-7162



Summer is now in the rear-view mirror as we transition to fall. Back to school readiness is not just for parents, our delivery team must be more vigilant looking out for distracted children on the roads. Our government, environment and Canada Post has adjusted to Covid-19 being the new norm, however, with the upcoming flu season and more time indoors members are reminded to maintain PPE practice and regular hand washing.

CPC Operations

Staffing shortages is impacting All areas. The corporation is actively trying to hire to meet the APOC staff shortage.

Inconsistent application of APOC overtime across the GTA was raised during July consultation. APOC executive has been tasked to present a proposal for review and approval between APOC and CPC.

Delivery's continued focus on NM is resulting in very positive results in the GTA. Continued focus on NM internal and external audits along with accurate headers and case strips will continue the positive results.

Health and Safety focus remains a top priority for all areas of the corporation. With the return of fall, slips trips and falls rise to the top of safety concerns. Continue to reference the talk tracks for footwear, high visibility gear and apparel, pre-trip inspections and defensive driving. New APOC members are reminded that APOC is eligible for re-imbusement for their purchase of snowflake rated footwear.

Reminder to check our APOC website for the latest news and updates.

September 30th is The National Day for Truth and Reconciliation!

Members are reminded EAP resources are always available. EAP is a confidential and proactive service to support members with a wide range of personal, family and work-related concerns (1-866-565-4903 or online homeweb.ca)

APOC general meetings remain 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@apocyork.ca

416-460-4234



Hello Everyone,

I am happy to announce we are finally going to have some developmental positions covered within a few weeks. The developmental supervisors will be covering the long-term absences. Every shift has a few long-term absences that have not been covered for some time. These new supervisors will be joining us in the upcoming weeks, please welcome them to our team.

I would really like to caution all of you about SAP entries. SAP entries should only be done for employees from your shift and section. Please do not adjust or change any entries for employees that are not from your shift. If an employee from another shift asks you to adjust their time and leave, please refer them to their supervisor or superintendent.

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 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.

I get this question regularly so I thought I would add it to the newsletter.

Temporary Assignment

How does it work being in a Temporary Role?

You still own a position in APOC that will be held for you in the bargaining unit. Your APOC dues are suspended after the first 6 months, and you will be expected to pay them retroactively if/when you return to your substantive position in APOC. As per article 4.2 below.

1. 4.2 The Corporation recognizes the Association as the sole and exclusive bargaining agent for all employees who have accepted acting assignments outside the bargaining unit in management exempt positions for a duration of six (6) months or less. The Association shall only administer Articles 6, 14, 15 and 16 of the Agreement with respect to such employees.

If you have any further questions, please let me know.

Stone Blemano
Gateway VP

wlpvice@apocyork.ca

416-459-1871



Finally, the process to bid for the Albert Jackson plant is out. Some senior APOC members at the Gateway East Plant affected are questioning the bid process and feel their seniority rights have not been taken into consideration. The Association has followed the APOC collective agreement for all movements to the new plant under article 43.6 respecting members incumbent rights. APOC was notified about the Albert Jackson plant changes more than a year ago. In addition, vacant positions that were earmarked to move to the Albert Jackson plant were highlighted when been posted for bidding. To avoid split shifts APOC Part time Supervisor was considered as a better alternative than split shift. There is also the opportunity to bid back to Gateway if you were impacted.

There is still on-going discussions about other offices is Gateway that are impacted. We will keep you posted with updates as they become available.

Change is difficult and the problems and challenges associated with the move to the Albert Jackson Plant will be felt differently by those individuals affected. We need to accept the reality that this change will eventually happen and plan towards it. Lets hope the juggling of these positions between the two plants will create other opportunities as well to the benefit of all.

Please reach out for help as soon as possible if you are impacted so we can assist you with your needs. If you require accommodation based on your circumstances, please do not delay with your request since the application process can be challenging and demanding.

The Corporation has held meetings with all the impacted members to provide them with the information on their positions and how the staffing process will be handled. These meetings also gave the members an opportunity to ask any questions they had about the movements. There was also a Q & A that was sent out to all members to provide as much information as possible. If you still have questions that were not answered, please reach out as soon as possible.

The next APOC YORK general membership meeting is on September 18th, 2022. 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



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. Management 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 they are 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

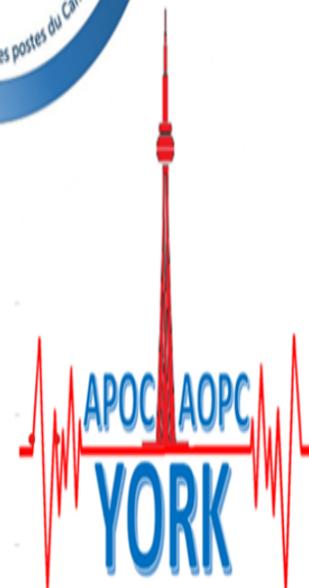
Divisional Vice President, York Branch



Next General Membership meeting is September 18th through TEAMS (virtually)

Divisional Vice President	Dawn-Marie Gayle	National / Regional Representative	416-414-3346	gayle@apoc-aopc.com
York Branch President	Sandra Burgess	GTA York Branch Representative	416-432-2137	burgess@apoc-aopc.com
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 slppvice@apocyork.ca	John Fernando	Shift # 1	slpprep1@apocyork.ca	 
		Debra Hunter	Shift # 2	slpprep2@apocyork.ca	
		Jennifer DiMeo	Shift # 3	slppvice@apocyork.ca	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 wlp@apocyork.ca	Alwi Mohamed	Shift # 1	wlpprep1@apocyork.ca	
		Sangeeta Dinshaw	Shift # 2	wlpprep2@apocyork.ca	
		Nick Turczyn	Shift # 3	wlpprep3@apocyork.ca	
Sales and Serve	Sharon Griffith Sales & Serve 416-347-7146 salesvice@apocyork.ca	Chafica Ghazail	sales	servrep@apocyork.ca	
MOS, Training, Trans	Navin Persaud Training, Mail Operations Support, Transportation 416-347-7165 thmvice@apocyork.ca	Karl Donneral	WPDH & Trans	wpdhtrans@apocyork.ca	
		(Reza) Mohammad Hajarian	Training	trainingrep@apocyork.ca	
		vacant	RMO	mosrep@apocyork.ca	
Delivery	Dillon Lumsden Delivery 416-347-7162 delvice@apocyork.ca	Roberto Tantsef	East Delivery	delrepe@apocyork.ca	Ajax, Pickering, Oshawa, Whitby, Local Area East, 280 Progress, 14th Ave, Scar Depot 11, 70 Wynford, 55 Tempo, 600 & 675 Commissioners
		Sushil Ninawat	Central Delivery	delrepc@apocyork.ca	Aurora/New Market, East Gwillimbury, Thornhill, Richmond Hill, Creditstone, 31 Brodie, 500 Oakdale, 66 Ray, Etobicoke Delivery Centre, Wicksteed
		Brian Wilson (supervisor)	West Delivery	delrepw@apocyork.ca	Alliston, Local Area West, Brampton Main, 340 Matheson, Miss Campobello, Miss Dep 3, Port Credit, Milton, Oakville, Etobicoke B/C

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 YORK		Employee ID 123456
Applicants name Family Name: DOE Given Names: JOHN		SIN 000-111-222
Address No: 123 Street: ZERO STREET		Date of Birth YY90 MM01 DD01
City: TORONTO	Province: ON	Postal Code: A1A 2B2
Place of Employment GATEWAY	Division PACKETS	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
		Appointment Date 20 01 01 YY MM DD

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: DOE Given Names: JANE		Marital Status <input checked="" type="checkbox"/> Married <input type="checkbox"/> Single <input type="checkbox"/> Other
Relationship of Beneficiary WIFE		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