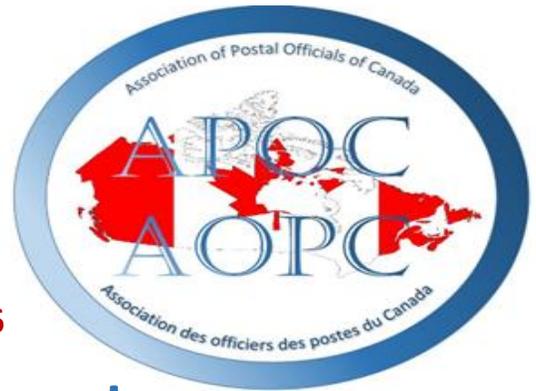


Association of Postal Officials of Canada

# York Branch

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



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

## November - December 2022 Newsletter

**Next General Membership meeting is November 20th 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. Quinquagesime				©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 / Good Friday	22	23	24	25	26	
27 Easter Sunday	28	29	30	31			
		L. Invocavitum and Lentis				©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 Parents' Day	31					
		L. Invenitum, R.S. Pentecostes				©Michel Zbinden.com	

Michel Zbinden / Calendar Canada

**July 2022**

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
					1 Canada Day / Canada Day	2	
3	4	5	6	7	8	9	
10	11	12	13	14	15	16	
17	18 Barnabas's Day	19	20	21	22	23	
24	25	26	27	28	29	30	
31		L. Trinitatis et Solenne				©Michel Zbinden.com	

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.com	

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. Invenitum, R.S. Solenne				©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,

As peak season approaches, we are all hoping for a more viable year and not a repeat of the low volumes experienced in 2021. The forecast is predicted to be a favorable one for the Company, but we know how quickly this can turn as we rely on citizens to sustain the business. For some of you, depending on where you work, overtime will be offered during peak season. In the past, the Corporation attempted to limit the number of hours/days a member could have worked due to shortage of staff. The Association has reminded the Corporation ahead of the peak season, that there is no article in the Collective Agreement prohibiting a member to work a maximum number of hours. Understanding their concern for burnout, the Association do want members to make it safely home and would advise to keep wellness in mind when accepting overtime.

With Christmas less than two months away, on the heels of the celebration comes, year-end reviews. Prior to the scheduled meeting with your Team Leader, we advise members to ensure that you are prepared to highlight what your accomplishments have been for the year and submit a written document to be attached to your review. Yes, the Team Leader should be aware of your accomplishments, but it's in your best interest to provide documentation to validate your claim.

As a reminder, submissions are due for the Constitution and by-laws for the branch. If you would like to submit a new article or an amendment for consideration, please access the form on the local website at [apocyork.com](http://apocyork.com) and submit the completed form to [sectrea@apocyork.ca](mailto:sectrea@apocyork.ca). The deadline date to submit changes is on or before December 2, 2022.

At the January General Membership meeting, each office will be canvassing representatives for the 2023 –2025 term. As per the Constitution, 'to be eligible, a member must be in good standing and must have attended a minimum of 2 General membership meetings in the 12 months preceding nominations.' Eligible members will be identified at the November meeting. For eligible members who are interested in a representative position, please contact the V.P. of the respective office on or before December 9, 2022. Should one or more eligible members show interest, an election will be held to determine the successful representative.

COVID-19 has dictated how we have conducted our GM meetings since November 2020. Please note that effective January 2023, we will be resuming in-person meetings at the Association office. We have witnessed the Corporation and the public gradually resume meetings and activities in person over the last couple of months, and it's only fitting for the Association to follow suit. The Association will take the necessary precautions to ensure areas are properly sanitized before and after sessions are held.

Convention is in July 2023 and will be held in Niagara Falls. Eligible members will be identified at the January general membership meeting. Once the branch is advised of the number of delegates for York, the members will be advised accordingly. As you know, the convention was delayed by 1 year, therefore, the qualifying period is from July 2019 to November 2022. Due to COVID, we did not conduct any in-person or virtual meetings from March 2020 to September 2020, so please note that these four meetings will not be used as part of the calculation for qualifiers. If you wish to receive the number of meetings attended during this time, please email Titus at [tyler@apocyork.ca](mailto:tyler@apocyork.ca) and request the information.

To you and your family, from the Executive committee and representatives, we wish you a happy and safe holiday season.

**Kathleen Rogers**

**Branch Secretary/Treasurer**

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

**416-557-8314**



Hello everyone, Effective Sunday January 15<sup>th</sup> 2023, we will be resuming in-person General Membership meetings at the York Branch office. We will take the necessary precautions to ensure areas are properly sanitized. Click the link for Directions [2750 14th Ave - Google Maps](#) unit G14 – our Entrance way and parking is in the rear West side of the building. More details will be discussed at the November 20th 2022, Online Teams General membership meeting.

Its that time of year again to submit any changes you would like to be voted on for our Local Constitution. Visit the APOC York Branch website to view our constitution.

<https://apocyork.com/documents/>



APOC YORK BRANCH CONSTITUTION AND BY-LAWS

***CONSTITUTION AMENDMENT REQUEST FORM***

Submitted by:
Seconded by:
Current Article & Title:
Amendment:
Reason for the Request:
Contact Number or Email:
Other Information:

**Navin Persaud**

**T/H/M VP**

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

**416-347-7165**



As we are now in full transition to our winter month it is important to consider your safety first, keeping in mind that it starts with you. Prep-yourself appropriately for the winter, change those tires on your car and wear proper protective clothing outdoors. Keep warm as much as possible and stay safe. These are some good examples in taking precaution for this upcoming season

**Operations:**

We have had TL's concerns about being assigned to work in different location without much notice and expected to report in short period of time, this type of movement should always be consulted and shared with your VP or the association before accepting and attending, Its the corporations responsibility to inform of such change in assignment, the only time your to report to another location is if there is NO WORK in your department, or the Corporation has an emergency need that is the greater need than your own work location, which should be agreed to by APOC.

As we closed out our last quarter, its always good to reflect on all your accomplishments throughout the year, remember to raise them on to your year end as this type accomplishment will help you and your superintendent grade your achievement's for a better rating.

I would like to wish each and every one of you and your family a very Merry Christmas and a Prosperous New Year 2023.

Remember our Association is always here to help, don't hesitate in reaching out

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 reached via email at [thmvice@apocyork.ca](mailto:thmvice@apocyork.ca) or Text 416-3477165

Our Next General Membership meeting will be held on November 20, 2022, Through Teams (virtual). This will now be our last virtual meeting as we will now return to our person-to-person meeting at our office in Markham starting in January 08, 2023 at 10:00am

**Dillon Lumsden**

**Delivery East VP**

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

416-347-7162



### **Peak Season**

Yes, it is that time of year already when our volumes require weekend operations to ensure customer service as well as to meet our commitments. Members are reminded to strive for a work life balance to offset the stress that comes during this time.

Reminder our new East Plant opening soon will present staffing changes and opportunities.

### **CPC Operations**

Seasonal temps, additional rental vehicles reduced parking will create additional challenges for members to manage.

Our developmental APOC members are reminded to take note of their eligibility date to bid.

Low lighting due to shorter days can be challenging for delivery, reminder- high visibility clothing and Snowflake rated footwear while performing APOC duties.

APOC and CPC met and agreed to reset LJOSH (Local Joint Health and Safety Committee) whereby all sides remain on strength and APOC and CUPW jointly attend LJOSH initiatives on a case by case basis. A focus to ensure all APOC related work will be performed only by APOC.

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

**Flu season is here stay vigilant with hand washing and PPE!**



Jennifer DiMeo

SLPP VP

[slppvice@apoc York.ca](mailto:slppvice@apoc York.ca)

416-460-4234

Hello Everyone,



HAPPY  
*Holidays*

If employees are using temporary passes, just a reminder that we are responsible for entering their time and leave in SAP as the temporary passes do not work in the ATR machines. Security will no longer provide in and out swipes for the employees who have temporary badges but will continue to provide the swipes if the employees regular badge did not register in the ATR machine.

We are almost fully staffed with the developmental positions with a few left to be filled. I thank you for your continued support in onboarding and welcoming these new team members.

I wish you all a safe and happy holiday season. I have included one of my special cookie recipes below for you to enjoy and share.

### **SCOTTISH WHIPPED SHORTBREAD RECIPE**



#### **INGREDIENTS**

2 cups salted butter, softened (margarine won't do)  
1 cup icing sugar  
1/2 cup cornstarch  
3 cups flour  
1 teaspoon vanilla extract

#### **DIRECTIONS**

Preheat oven to 350°F (180°C).  
Line cookie sheet with parchment paper if possible.  
Cream butter.  
Sift together icing sugar, cornstarch, and flour.  
Add dry ingredients and vanilla to the butter and beat until consistency of whipped butter.  
Drop by teaspoon onto parchment lined baking sheet. Or can use a cookie gun with star tip or spritz tip to form cookies.  
May decorate with small pieces of green or red cherries or colour sprinkles.  
Bake at 350°F (180°C) or 15-20 minutes.  
Stores well in covered tin.

**Sharon Griffith**

**Sales and Serve VP**

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

416-347-7146



Hello Members,

Year end is quickly approaching, and we have a few things to keep in mind. Our Performance appraisals 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. Things like did you mentor new employees, join any committees, put your hand up for any projects. These are all things to highlight on your PMP

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.



Gifts of time and love are surely the basic ingredients of a truly Merry Christmas. Stay safe and see you all in the New Year!!!



I want to Thank everyone for a great year and wishing everyone health and happiness for 2023!

Sincerely your APOC Sales and Serve Reps

Chafica Ghazali and Sharon Griffith

**Stone Blemano**  
**Gateway VP**

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

416-459-1871



Finally, we have been able to get the ball rolling on the staffing for Albert Jackson Processing Center. It has been a challenge for all involved. It is rather unfortunate that the impacted members have been put in an awkward position to make very difficult decision within a very short window. The process for APOC Transfers to the AJPC have also started. This will also create true vacancies and more opportunities for those that want to remain in Gateway. I will also advise that you discuss any other concerns with your managers as soon as possible.

We have a lot of new members joining APOC. Let's welcome them into the APOC family.

It is very important to get them registered to enable them to enjoy the insurance benefits that comes with the registration. It is very important and beneficial for the new members to sign up as soon as possible.

The issues relating to APOC complaints with regards to number of CUPW employees in an ORG chart is still not resolved. Moving the casual employee in SAP to the Managers does not resolve org size concerns raised by APOC. Management would like to review the CUPW staffing and find alternatives resolve this issue.

APOC have raised safety concerns relating to spill protocols. As frontline supervisors, we are faced with situation that demand our immediate response. APOC would like management to invest in getting an ion scanner. This will help to deal with unknown substances that we have to deal with.

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 20, 2022.

**Dawn Gayle**

**Divisional Vice President**

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

416-414-3346



We are heading into Peak Season and this year is unpredictable as to where the volumes will be as Canadians budgets are very stretched with the looming threat of a recession and inflation at an all time high. Our sales team is in the background working hard to win back some business and has launched a campaign in the last quarter which may increase our volumes and help set us up for a strong 2023.

It is the time of year that we need to start preparing for the inclement weather, getting our vehicles in tip top shape, making sure that our batteries are strong enough to start in the cold and switching out our tires for winter tires so that we can get better traction and arrive at our destination safely. The same is true for us, with the time change setting back, and the days getting darker and longer, as well as having a lot of extra volumes and hours to work, we need to make sure that we too are ready and prepared for the hustle and bustle of the season and that we are getting enough rest to be at our best. It is also a time to spend with family and loved ones, which is really important.

We are also getting close to the opening of the new Albert Jackson Processing Center located at 1395 Tapscott Road in Scarborough. We are well into the staffing process where we have met with and conducted a bid amongst the employees that are directly impacted by their positions being moved from YDC and Gateway to the new facility and will be moving to the transfer stage soon. We are currently meeting with the other impacted groups such as maintenance, RVU, TCR, TCO, and training to advise them of the net new positions being created and how they will be able to secure one of the positions at the new plant. *Anyone whose position is being impacted by the move to the new plant from Gateway and YDC will receive a \$400 lump sum payment for being relocated to the new plant and will be paid out to these employees who physically relocate and report to their position, which will be paid to them 3 months from the reporting date. Additionally, anyone who is moved off the shift that they are currently working to a different shift (days to afternoons or midnights or afternoons to midnights), will receive a \$200 lump sum payment.*

**Change can be very difficult and very impactful on individuals. If you need help, please reach out to the Employee Family Assistance Professionals for assistance and help.**



Keep **wellness**  
in **mind**

We're here for you. Contact your EFAP at:

**1-866-565-4903**

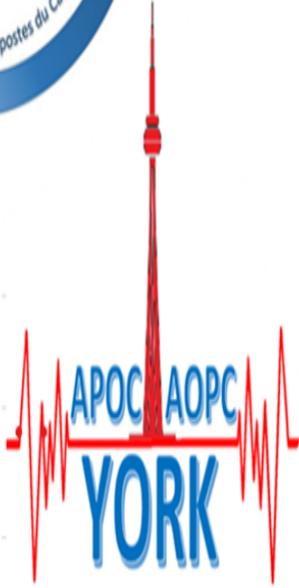
Work

- Embracing workplace change

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

Divisional Vice President	Dawn-Marie Gayle	National / Regional Representative	416-414-3346	<a href="mailto:gayle@apoc-aopc.com">gayle@apoc-aopc.com</a>
York Branch President	Sandra Burgess	GTA York Branch Representative	416-432-2137	<a href="mailto:burgess@apoc-aopc.com">burgess@apoc-aopc.com</a>
Secretary Treasurer	Kathleen Rogers	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:slppprep1@apocyork.ca">slppprep1@apocyork.ca</a>	 
		Debra Hunter	Shift # 2	<a href="mailto:slppprep2@apocyork.ca">slppprep2@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:wlpp@apocyork.ca">wlpp@apocyork.ca</a>	Alwi Mohamed	Shift # 1	<a href="mailto:wlppprep1@apocyork.ca">wlppprep1@apocyork.ca</a>	
		Sangeeta Dinshaw	Shift # 2	<a href="mailto:wlppprep2@apocyork.ca">wlppprep2@apocyork.ca</a>	
		Nick Turczyn	Shift # 3	<a href="mailto:wlppprep3@apocyork.ca">wlppprep3@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:servrep@apocyork.ca">servrep@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:wpdhtrans@apocyork.ca">wpdhtrans@apocyork.ca</a>	
		(Reza) Mohammad Hajarjian	Training	<a href="mailto:trainingrep@apocyork.ca">trainingrep@apocyork.ca</a>	
		vacant	RMO	<a href="mailto:mosrep@apocyork.ca">mosrep@apocyork.ca</a>	
Delivery	Dillon Lumsden 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>	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	<a href="mailto:delrepc@apocyork.ca">delrepc@apocyork.ca</a>	Aurora/New Market, East Gwillimbury, Thornhill, Richmond Hill, Creditstone, 31 Brodie, 500 Oakdale, 66 Ray, Etobicoke Delivery Centre, Wicksteed
		Brian Wilson	West		Alliston, Local Area West, Brampton Main, 340 Matheson, Mississauga, Mississauga, 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 <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 YY90 MM01 DD01
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 <b>20 01 01</b> 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: <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