

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

January - February 2023 Newsletter

Next General Membership meeting is January 15th 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						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

March						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

May						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

July						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

September						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

November						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

Sandra Burgess

Branch President

burgess@apoc-aopc.com

416-432-2137 or 905-479-5950



Colleagues,

Wishing you a happy new year and best wishes for 2023.

The holiday season is behind us and the feedback from members, is that mail volumes were similar to 2021. Not the news that we hoped for, however, the Corporation did manage to schedule a few weekend delivery days, which in turn sustained 2022 delivery timelines. With the pending year-end financial report, we can only speculate that the Corporation will provide a deficit for 2022. Until the report is released, it's business as usual, while we continue to provide elite service to our customers.

Yearly, specifically during peak season, clarification spikes regarding Article 19 of the CA. The one question that stood out for 2022 was – can an OP3 be reflected on the same overtime list as an OP1? The simple answer is no. Overtime is first offered to those who normally perform the work and until the Corporation is at other means, the OP3 can be canvassed. I would ask that if the overtime list is not posted or is not visible for everyone to view (e.g. shared drive), please advise the respective APOC representative, as this is a violation of the CA.

In the coming weeks, you will be scheduled for a one-on-one meeting with your Team Leader to review your year-end performance report. If any gaps are provided at this time, please advise the Association if the said gaps were identified at your mid-year review. When gaps are identified, the Corporation has an obligation to provide the coaching required for you to improve. If your Team Leader does not schedule a meeting with you, it's also your responsibility to ensure that a meeting is scheduled.

Periodically, the Association is in receipt of mail from members. Unfortunately, Corporate asset is being utilized to process this mailing. Use of Corporate asset for personal use, is against Corporate policy and I urge you to desist immediately from this practice. If you are unable to hand deliver an item destined for the Association, you are required to mail the item from a postal outlet, using your own envelope and paying for the postage. Most packages from the National and/or local office has a postage paid return envelope enclosed and therefore the latter comment should only be necessary if you misplace the postage paid envelope. Thank you for your attention to this request.

We continue to consult regarding the staffing of the Albert Jackson Processing Centre. Congratulations to the members who have secured positions at the facility. As opening day fast approaches, the Corporation is in the process of scheduling training for the new part-time employees to ensure a positive on-boarding experience. Of course, we know there will be glitches at the onset, but together we will address and manage the growing pains until resolved.

January 15, 2023, we will return to in-person meetings at the Association office. The meetings will be conducted with a number of groups combined, keeping in mind the past attendance for each office. V.P.'s will send an invite via teams with the time of the meeting you will be scheduled for. Looking forward to seeing you in the coming weeks.

“Positive anything is better than negative nothing.”

Kathleen Rogers

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314



Happy 2023 Everyone, I hope you and your families had a safe and joyful holiday.

Welcome Members.

APOC York Branch has our own website that you can find an online copy of our Collective agreement, our Local Constitution, and our newsletters. There is also a link to our APOC National website to be able to get updates on national consultations and policy grievances. Our local website is www.apocyork.ca and our national website is www.apoc-aopc.com

We often forget to provide the corporation with our updated contact information, and it is so important that should anything occur that we would be able to reach out to you or your family. Each time you have new contact information it is important to update it in SAP (address, marital status, beneficiary, etc.) and keep a copy for your records.

Did you know you can put in a transfer online to many other positions in Canada Post?

On the Intrapost website under forms, scroll down to Staffing and select Transfer request - APOC

https://extranet.canadapost.ca/cms_content/22-054-275.pdf

Enter all the required information and enter to what City you would like to transfer.

In the section, Class and title of job you request to transfer to, there is a drop-down list of many positions that you can transfer too. You can always reach out to your area HR department should you have any questions.

Place a reminder in your calendars as the transfers expire after one year.

Once the form is submitted to the email transfer.mutation@canadapost.ca you will receive a confirmation email to keep for your records.

**APOC Application
for Transfer**

**Demande de
mutation AOPC**



INSTRUCTIONS

Once you have completed the APOC Application for Transfer, submit it to the following email address: transfer.mutation@canadapost.ca. You will receive an automatic email confirming receipt of your application.

Please contact Access HR at 1-877-807-9090 should you require further information or if you have not received this automatic email within 48 hours.

Lorsque vous avez rempli la demande de mutation de l'AOPC, envoyez-la directement à l'adresse électronique suivante : transfer.mutation@postescanada.ca. Vous recevrez un courriel automatique confirmant la réception de votre demande.

Veillez communiquer avec AccèsRH au 1 877 807 9090 si vous avez des questions ou si 48 heures s'écoulent et vous n'avez pas reçu la confirmation automatique.

APPLICANT INFORMATION

INFORMATION DU DEMANDEUR

All the Best for 2023

Navin Persaud

T/H/M VP

thmvice@apocyork.ca

416-347-7165



Hello Members and Happy New Year to all,

I would like to wish you a healthy and prosperous new year 2023.

As we start a new year we continue to think about our health and safety around all aspects of our lives, we continue to enforce good behavior by doing the right things that make us successful.

This a reminder to all our members that our year-end 2022 meeting with your Superintendents should commence in the coming weeks, it is important to bring all document information to your meeting to highlight your achievement throughout the year. It is also important to point out all the safety contributions that help you achieve your task successfully during the year.

For most departments we have consulted on our annual vacation 2023/2024, you will start bidding by seniority very soon. Please be reminded that if you are a developmental Supervisor in a department you will be bidding in that department for your weeks of annual.

Learning and Development are expected to start training for the new Albert Jackson location in the coming months. All team leads will be notified very soon of the process and requirements needed to assist with this training.

WPDH and West Transportation will also be starting vacation picks in the coming weeks, still, some small kinks to work out.

DSO and DPO have consulted and they are ready to start the vacation picks.

To all our New Members that have not yet completed their membership application you will be in a non-membership status, I encourage you to do so as soon as possible and forward your application and payment to sectrea@apocyork.ca along with your e-transfer of \$5.00 for the legislated mandatory one-time processing fee.

If you require more information on how to fill out the form, please reach out to me via email at thmvice@apocyork.ca

Remember together we can all make a big difference

I encourage you to start coming back out to our face-to-face meeting commencing this coming January 15, 2023, at 10:00 am APOC York Branch 2750 14th Avenue, Unionville

Hope to see you all there.

Dillon Lumsden

Delivery East VP

delvice@apocyork.ca

416-347-7162



To all a very safe, healthy and prosperous 2023!

Fiscal 2022 was a reset to manage and normalize following covid-19. CPC has reported revenue losses reflecting the changing business environment.

Your APOC executive continues to address the needs for collaboration to address members concerns while following the best practices from National and our health experts. Members are reminded to continue to maintain good PPE habits.

Please follow all corporate procedures when initiating or executing expenditures in all areas of the business! Corporate asset and expenditures are strictly for corporate business, ensure next level sign-off is provided! Employee engagement has been revamped to allow easier and more tailored recognition, be reminded to follow the corporate process and document all initiatives.

The PMP process has started please ensure that you take the time to complete your input to your team lead highlighting your achievements in 2022. Safety continues to be the priority when performing duties.

Your APOC executive will continue to review its structure to enable the Association to proactively consult in good faith. Our GTA membership continues to grow requiring our local APOC executive to explore new ways to support and represent the members. APOC must continue to evolve to meet the new challenges facing our company, jobs and our Association.

For all local and National updates please visit both websites as well as speak to your APOC REP.



Make it **safe.**
Make it **home.**

Jennifer DiMeo

SLPP VP

slppvice@apocyork.ca

416-460-4234



Hello Everyone,

happy new year

2023

Hope everyone had an enjoyable Holiday Season.

As per our local constitution and the process for representative positions we must canvass the members that qualify (must attend at least 2 general membership meetings within the previous year) in each VP area, to see if they are interested in being a representative for APOC for the 2-year term. I canvassed all members that qualified via email, and I am happy to announce that Debra Hunter and John Fernando have both agreed to remain APOC representatives for their respective shifts and as there are no other qualified members that expressed interest, both Debra and John will be confirmed as the representatives for South Letter Processing Plant.

- 14.4 Nominations and elections of all other committees not mentioned in this constitution shall be held in January of each year and they shall hold that position for one (1) year. To be eligible a member must be in good standing and shall be nominated and elected at the January General Membership Meeting.

The New Year is upon us with that said it is time to review last year's performance appraisals. If you received a rating that you would like to challenge, please speak to your shift representative as soon as possible.



I meet with the Corporation on a monthly basis please reach out to me or your shift reps if there is anything that you wish to have raised.



Sharon Griffith
Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear Colleagues,

Hope all is well with you. As per our local constitution, in January we need to cavass members who qualify to be representatives in each area. There is (1) one position for Sales that will be filled. The minimum requirements that are needed is that you had to attend a minimum of (2) two general membership 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 amongst those members who qualify.

Our first meeting for 2023 will an in person meeting on January 15th from 10:00 to 10:45 at 2750 14th Ave unit G-14.

Wishing you a great 2023!



Stone Blemano
Gateway VP

wlpvice@apocyork.ca

416-459-1871



HAPPY NEW YEAR TO ALL MEMBERS

Gateway had a lot of challenges in 2022. The Albert Jackson Processing Center staffing issues have gradually been resolved. It our hope that further movements of APOC members that want to move from Gateway to the Albert Jackson Processing Centre will generate opportunities for the members to bid back into the Gateway Plant.

There has been a minor increase in the participation at APOC York Branch General Membership Meetings. All ideas to improve on the attendance is welcomed. **We will be going back to in person meetings at our union office located at 2750 14th Ave in Unionville.** Your contributions at these meetings are crucial to build a strong APOC Association.

There are still concerns raised by the membership with regards to acting assignments. We will continue to intensify all effort to put an end to this practise.

The staffing situation at Gateway West is also a concern. We will request for a review of the APOC staffing at the West plant to ensure there is adequate staff to support our operations.

The next York Branch general membership meeting is on January 15, 2023. Your presence will be very much appreciated.

Dawn Gayle

Divisional Vice President

gayle@apoc-aopc.com

416-414-3346



I can't believe that we have already finished another year and that 2022 is now in the rear-view mirror. The hustle and bustle of the peak season is dwindling down and with that comes the new year kick offs and year-end appraisal meetings. A new year marks a new beginning, with new people to meet, new adventures to enjoy and new memories to create. This new year, 2023, will mark a new beginning for Canada Post with the opening of the new Albert Jackson Processing Centre in March.

Albert Jackson Processing Centre The future looks **GREEN!**



The Albert Jackson Processing Centre (OEPC) is designed to meet the Canada Green Building Council's Zero Carbon Building™ Design certification – a new measure of green innovation!

Some of the plant features include:



A highly efficient HVAC system



Solar photovoltaic panels



Sensor-controlled light fixtures that dim based on the volume of daylight and occupancy



Electric vehicle charging stations for employee use and the infrastructure for future use of electric 5-ton trucks



A Zero Carbon Building (ZCB) is a highly energy-efficient building that produces enough on-site (or procures) carbon-free renewable energy or high-quality carbon offsets to offset the annual carbon emissions associated with building materials and operations

Albert Jackson Processing Centre Building Amenities

- The Albert Jackson Processing Centre (OEPC) will be a world class facility and employee wellness is at the centre of that vision.
- In Leading Change Workshop #1, we discussed some of the amenities that will be available to all employees in the Albert Jackson Processing Centre (OEPC).
- In Leading Change Workshop #2, we would like to take a deeper look these amenities and how they will help make the Albert Jackson Processing Centre an amazing place to work.



Wellness Centre



Employee Rest Pods



10 electric vehicle charging stations for employees



Multi-Faith Room



Micro Market

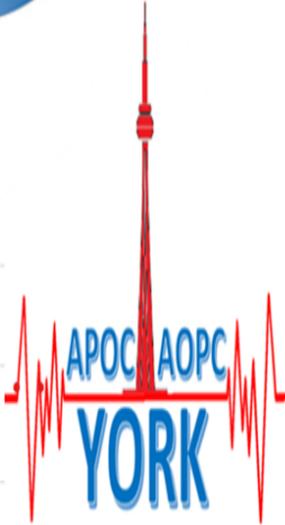


Gender Neutral Washrooms

Next General Membership meeting is January 15th 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	
		Vacant	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	Vacant	WPDH & Trans	wpdhtrans@apocyork.ca	
		(Reza) Mohammad Hajarain	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 YY 90 MM 01 DD 01
City: TORONTO	Province: ON	Postal Code: A1A 2B2
Place of Employment GATEWAY	Division PACKETS	Appointment Date YY 01 MM 01 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 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