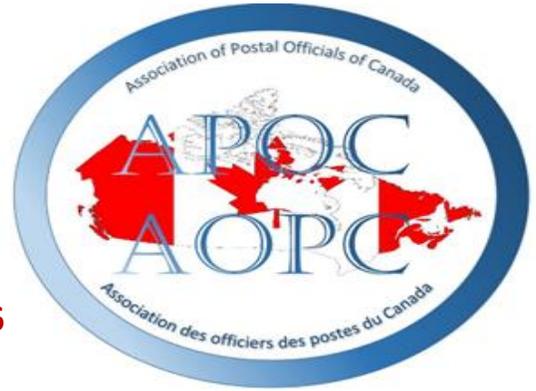


Association of Postal Officials of Canada

# York Branch

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



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

## March - April 2023 Newsletter

**Next General Membership meeting is March 19th in person at the union office**

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

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

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

**Sandra Burgess**

**Branch President**

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

**416-432-2137 or 905-479-5950**



Colleagues,

As you are aware, discussions have been ongoing in preparation for the opening of the new facility in Scarborough. The Executive team is happy to announce that we are in the final phase of plans with the Corporation to welcome members to the new Albert Jackson Processing Centre. Yes, the journey has been an experience, a learning experience at that for most of us, but somewhat stressful for some due to the unknowns that presented itself along the way. However, we are almost at the end of the journey and are excited for the opening. Prior to the opening, the members reporting to the Albert Jackson Processing Centre will receive reporting letters. You will also be advised of your initiation dates prior to reporting. As we report, no doubt that hiccups will be expected, but there will be teams to assist in resolving the issues. Be assured that you will not be left to resolve the hiccups solely. As support groups finalize their staff, you will be kept up to date of their reporting dates.

Each V.P. has confirmed the representatives of their respective office for the January 2023 – December 2024 term. The names are as follows:

Delivery Central – Brian Wilson – [delrepc@apocyork.ca](mailto:delrepc@apocyork.ca)

Delivery East – Steve Thomas – [delrepe@apocyork.ca](mailto:delrepe@apocyork.ca)

Delivery West – Sushil Ninawat – [delrepw@apocyork.ca](mailto:delrepw@apocyork.ca)

Sales/Serve – Chafica Ghazali - [servrep@apocyork.ca](mailto:servrep@apocyork.ca)

SLPP - #1 shift – John Fernando - [slpprep1@apocyork.ca](mailto:slpprep1@apocyork.ca)

SLPP - #2 shift – Debra Hunter - [slpprep2@apocyork.ca](mailto:slpprep2@apocyork.ca)

SLPP - #3 shift – Jennifer Dimeo (V.P.) - [slppvice@apocyork.ca](mailto:slppvice@apocyork.ca)

THM – L&D – Mohammad (Reza) Hajarjian - [trainingrep@apocyork.ca](mailto:trainingrep@apocyork.ca)

THM - Support (DSO, RSO, DPO) – vacant

THM - Transportation – Navin Persaud (V.P.) - [thmvice@apocyork.ca](mailto:thmvice@apocyork.ca)

WLPP - #1 shift – Alwi Mohammed - [wlpprep1@apocyork.ca](mailto:wlpprep1@apocyork.ca)

WLPP - #2 shift – Sangeeta Dinshaw - [wlpprep2@apocyork.ca](mailto:wlpprep2@apocyork.ca)

WLPP - #3 shift – Dhammika Wanasundera - [wlpprep3@apocyork.ca](mailto:wlpprep3@apocyork.ca)

The rep list is attached to this newsletter and you can also access the names of the reps at [www.apocyork.ca](http://www.apocyork.ca)

Annual leave bids should have commenced/or completed in each office upon the posting of the newsletter. If you have not been contacted to select your annual leave, please advise an APOC representative. To the offices that have completed their bids, I thank you for providing the final bid results.

The call for Convention 2023 has been received from the National Office. In the coming weeks, the local branch will be finalizing the delegates and confirming the names to the National Office. Once the names have been confirmed, each delegate will be contacted to confirm their attendance. Subsequently, a meeting will be scheduled approximately one month prior to convention to provide details.

**“Work hard in silence, let success make the noise.”**

**Kathleen Rogers**

**Branch Secretary/Treasurer**

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

**416-557-8314**



Welcome APOC York Branch Members

For this newsletter I bring to you from our Collective agreement the Article for Pre-Retirement

**28.17 Pre-Retirement Leave**

In addition to vacation leave provided for under this Agreement, an employee whose continuous employment predates March 1, 2015 and who is fifty (50) years of age and has completed twenty (20) years of continuous employment or is sixty (60) years of age and has completed five (5) years of continuous employment shall be entitled to pre-retirement leave with pay of one (1) week in the vacation year in which the employee becomes eligible therefore and in every vacation year thereafter until the employee's retirement up to a maximum of six (6) weeks pre-retirement leave from the time of eligibility until the time of retirement.

**28.17.1** Pre-retirement leave with pay shall be scheduled in one (1) week blocks separate from the scheduling of vacation leave at a time to be determined by the Corporation, taking into consideration the employee's wishes and operational requirements. - 56 –

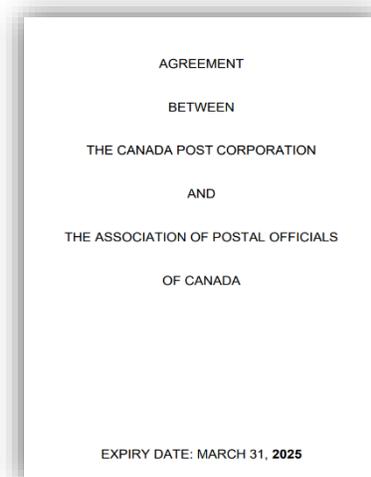
**28.17.2** An employee may elect to take her or his fifth (5th) and sixth (6th) weeks of pre-retirement leave during the same vacation year.

**28.17.3** In the event of termination of employment for reason other than death or lay-off, the Corporation shall recover from any monies owed the employee an amount equivalent to pre-retirement leave taken by the employee after the beginning of the vacation year and prior to his birthday or anniversary date, whichever is later.

**28.17.4** In the case of an employee who elects to take his fifth (5th) and sixth (6th) weeks of pre-retirement leave during the same vacation year in accordance with Sub-Clause, 28.17.2 the Corporation shall not recover the amount equivalent to the sixth (6th) week of pre-retirement leave taken if the amount equivalent to the fifth (5th) week of pre-retirement leave taken would not otherwise be recoverable pursuant to Sub-Clause 28.17.3

Let's get to know our Collective Agreement >

<https://www.apoc-aopc.com/download?action=filedownload&fileid=4685&ftype=apocdocument>



**Navin Persaud**

**T/H/M VP**

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

416-347-7165



Spring is in the Air and so is our new Albert Jackson Processing Center.

Hello members hope everyone is safe and keeping warm, we are in the last few months of winter and that means spring is just around the corner.

As we come close to the end of our first quarter, we are expecting that most year ends are completed and uploaded in SAP by now. Most departments have conducted their annual 2023-2024 vacation bids by now and all members have bid for their vacation blocks/weeks.

Welcome to all the new APOC members that have joined our departments in the last few months. Our website is available for you to view and to help with any guidance or concerns you may have, [www.apocyork.ca](http://www.apocyork.ca) and our national website is [www.apoc-apoc.com](http://www.apoc-apoc.com). Please take the time to visit these sites to get updates from the local and national executives and to better understand your rights as a member.

Each department has many restructures and challenges that they are facing right now and bidding is currently under way for West Transportation (TTU). A restructure will be happening soon for WPDH and Leaning and development has many different training to be performed for the new Albert Jackson Processing center. A restructure has also happened for (DSO, DMO) and there is 1 Vacancy for the RSO department.

If you require more information on how to fill out the form, please reach out to me via email at [thmvice@apocyork.ca](mailto: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 general membership meetings commencing this coming March 19, 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](mailto:delvice@apocyork.ca)

416-347-7162



Members should have received their final 2022 PMP rating and allowed the opportunity to provide their input prior to it being uploaded in SAP.

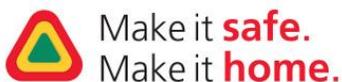
The staffing needs of The Albert Jackson facility and the filling of vacancies have reduced our developmental pool of team leads. During consultation, CPC has confirmed they have started the hiring process to replenish the developmental pool.

Additionally, Restructures delayed due to Covid-19 and our newly allotted 6 personal days are also impacting our staffing. When your depot is facing non coverage of an APOC position, please request guidance and clarity from your superintendent towards assigning the priorities and if you are working overtime, this should be approved and paid to you as you should not be working for free. If you are getting any pushback from your superintendent and/or manager please reach out immediately for the Association to escalate this and find a resolution to the workload issue the non-coverage and supervisor shortage has caused. Please also take care of yourself as you don't want to get sick or over-burdened and stressed as this will not only have an impact on you, it will further impact the team and your well being is important. EFAP can also be helpful to you and is a resource that is confidential and free.

Your NDM planning sheet is a reference document and indicates your effort to schedule and prioritize for the week. When your NDM plan has been altered due to staffing shortfalls or other depot priorities, members are reminded to ensure proper on-street and safety talks are prioritized. Members having to face difficult employees are urged, when possible, to have a second APOC member during the interaction.

July 18<sup>th</sup> – 20<sup>th</sup> 2023 is our National Convention (Niagara Falls), your APOC executive is actively reviewing our national constitution to present changes to improve the voice of APOC York. This is also an election year for your executives.

For all local and National updates please visit both websites [www.apocyork.ca](http://www.apocyork.ca) and [www.apoc-aopc.com](http://www.apoc-aopc.com) as well as speak to your APOC REP. Our next general meeting is scheduled for March 19<sup>th</sup>, 2023.



Jennifer DiMeo

SLPP VP

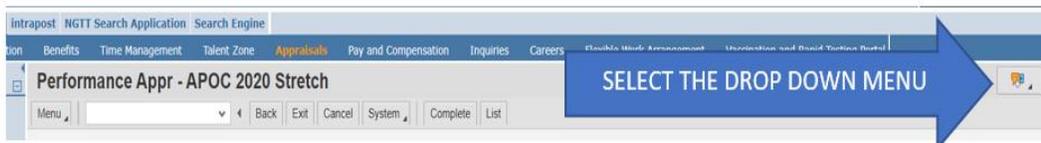
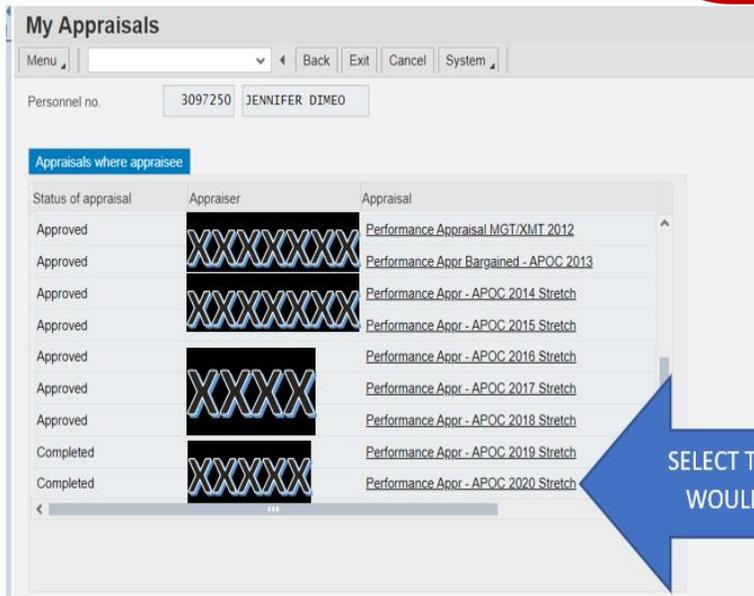
[slppvice@apocyork.ca](mailto:slppvice@apocyork.ca)

416-460-4234

Hello Everyone,



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 rational 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](mailto:salesvice@apocyork.ca)

416-347-7146



Hello Everyone,

I attended the National Sales Conference this year and it was a great to see all the old faces from my days in sales and to meet most of the new people.

I did receive some questions from some of you at the sales conference and I will be bringing them forward at my next consultation with the Corporation.

I will try to have updates for the next in person General Membership meeting on March 19<sup>th</sup> at the Association office 2750 14<sup>th</sup> Ave Unionville. The meeting starts at 10:00 am. I hope to see you at there.

It is time to fill out our PMP's for 2023 so work closely with your managers and coaches to ensure you have a successful 2023.

If you are looking for a copy of the collective agreement you can find that on the APOC York branch website at [www.apocyork.ca](http://www.apocyork.ca) as well as on our national website at [www.apoc-aopc.com](http://www.apoc-aopc.com) or on Canada Post intrapost site [https://extranet.canadapost.ca/html/branches/internal\\_services/collective\\_agreements/index-e.shtml](https://extranet.canadapost.ca/html/branches/internal_services/collective_agreements/index-e.shtml) (under the resources tab).

If you have any questions or concerns, please don't hesitate to reach out to Chafica or myself and we will be happy to assist you.

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

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

416-459-1871



The Albert Jackson Processing Center is finally about to open for business. It was a very challenging staffing process. Our members were faced with very difficult decisions. There are still individuals that are still hanging on, hoping that some last-minute transfers may give that them the opportunity to stay in Gateway.

During consultations with the Corporation, APOC negotiated to have a framework that would allow affected Gateway members to have the opportunity to bid back to Gateway through the bidding process. All is not lost. It's our hope that those affected may get the opportunity to bid back to the Gateway Facility. There is also the accommodation process to help those that are impacted. This is a process that requires documentation. Please do not hesitate to discuss your concerns with your managers as soon as possible. Do not wait until the last minute.

Some members have been asking questions about APOC representation at the Alber Jackson Processing Plant. The APOC executives will ensure that you are represented should the need arise. There may be initial appointments for APOC representatives until elections can be held at the new plant.

The year-end performance review has always been a challenge for our members. Please do not get yourselves involved in arguments. There is a process to challenge your rating if you disagree. Involve your APOC representatives and get guidance.

We continue to get complaints about acting assignments in Gateway. The Corporation has explained they have a very short list of members that want acting assignments. There also seem to be a nation-wide concern about the 6 month rule which we need clarity as this is a staffing policy that states that the Corporation can apply this rule but not that it is a must. We raised this at our branch president meeting and discovered that this is not being applied consistently across the country. Why are we in the GTA not allowed to participate in competition within 6 months of our last competition for a job when other areas are? This is being escalated by our national team to get this rectified so that it is fair and consistent practice for all employees.

In person General membership meetings have resumed. Our next general membership meeting is on March 19, 2023. Please spread the word and bring a member with you.

**Dawn Gayle**

**Divisional Vice President**

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

**416-414-3346**



We are currently having a rash of the *Security and Investigation* teams, not affording our members Union Representation from different regions.

They have removed employees from the floor requesting their corporate computers, cell phones and their passwords. Representing the employer, they have that right when it pertains to corporate supplied equipment. However, you have rights under the APOC collective agreement to union representation.

it is highly recommended that you make this request and answer **NO QUESTIONS** until one is afforded to you.

**The Collective Agreement is very clear that the Association's representative can accompany the arrested or detained employee in any interrogation by the Postal Inspector regardless of whether the police are present (see Article 14.9 of the collective agreement below)**

**14.9** The rights and principles in Clauses 14.1 and 14.2 shall be applied to an interview between an employee and a Postal Inspector. In circumstances where Postal Inspectors are investigating alleged criminal offenses against the Corporation and possible evidence can be destroyed, the notice period in Clause 14.1 will be waived. However, the Corporation will permit an Association representative to accompany the arrested or detained employee in any interrogation by Postal Inspectors that may take place in order to ensure that the employee is treated fairly, and that no undue influence or harassment is practiced. The Association representative shall not impede the progress of the interrogation. Furthermore, an employee's resignation will not be accepted until the Association representative is advised

## **Know your rights!**

Additionally, we are seeing an uptake in VIWP activities in the GTA against our members, where the union is "mobbing" and acting aggressively against APOC; using the NOO process to try to get out of trouble, or retaliation, for holding them accountable. It is important to stay neutral, calm, and not react, as this is not personal and is not about you. If you react or respond then you are making yourself part of the equation where you now must defend yourself and your actions, making it about you, and not about them or the situation.

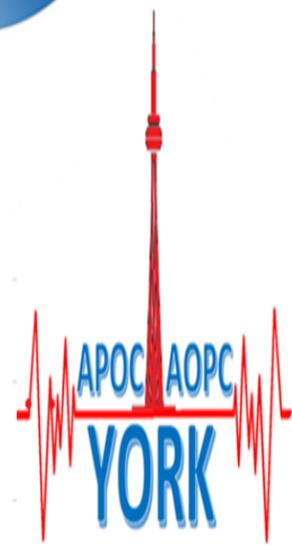
These situations can be very stressful and it is very difficult to separate your feelings and emotions as you are simply doing your job. Please seek help and assistance from your team leaders, peers, and if needed, EFAP. You are not in this alone and you need to be supported.

You are an employee too and you are covered by the same policies and processes. You do not need to accept or tolerate these behaviours and treatments and if you are finding it too difficult to manage then you need to reach out to your HRBP or HRBP manager for guidance, assistance and support. You can also reach out to your APOC rep, Executive VP, or President to assist you in these matters.

**Next General Membership meeting is March 19th in person at the union office**

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: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:wlp@apocyork.ca">wlp@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>	
		Dharmika Wanasundera	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: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>	Vacant	WPDH & Trans	<a href="mailto:wpdhtrans@apocyork.ca">wpdhtrans@apocyork.ca</a>	
		(Reza) Mohammad Hajarian	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>	Steve Thomas	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 (supervisor)	West Delivery	<a href="mailto:delrepw@apocyork.ca">delrepw@apocyork.ca</a>	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 <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>
Place of Employment <b>GATEWAY</b>	Division <b>PACKETS</b>	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
		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