

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

May - June 2023 Newsletter

Next General Membership meeting is May 21st *in person at the union office*

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 | | | | | | |
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| July | | | | | | |
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| September | | | | | | |
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| November | | | | | | |
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| 26 | 27 | 28 | 29 | 30 | | |

Sandra Burgess

Branch President

burgess@apoc-aopc.com

416-432-2137 or 905-479-5950



Colleagues,

As we welcome the spring season, I encourage watching the flowers bloom and realize how beautiful change can truly be.

On April 30, the Corporation welcomed members to Albert Jackson Processing Centre as part of the phase 2 reporting. The hiccups experienced during phase 1, have not all been resolved, and the management team continues to make progress in resolving the issues. However, new challenges surfaced with the reporting of almost 400 CUPW members, but with the support of many resources in attendance, we hope for speedy solutions to some of the new challenges. Be assured that in the coming weeks, support groups will be available to assist with any questions that may arise. There are a couple of staffing gaps currently, but with recent hires attending the Core program, a decrease in vacant positions will be noticeable by the end of May.

I would like to announce that Nesha Irving has been appointed as the V.P. of Albert Jackson Processing Centre. We are in the process of confirming the representatives for shifts #1 and #3. Results of the elections will be shared on the website and in the July newsletter.

In the March newsletter, I listed the representatives for each of the offices and would like to make a correction to the delivery office email addresses for the representatives as follows:

Delivery Central – Sushil Ninawat – delrepc@apocyork.ca

Delivery East – Steve Thomas – delrepe@apocyork.ca

Delivery West - Brian Wilson- delrepw@apocyork.ca

OP3 opportunities have become available over the last couple of months and many of you have invested the time to apply for the posting. Be aware that if you will be on scheduled leave shortly after the posting has closed, ensure that you have an out of office alert for your corporate email. In addition, provide HR with an alternate email address. Failing to provide an alternate email address, you may miss the opportunity to be scheduled for a first level interview.

2022 year-end ratings generated many discussions with the Corporation. Knowing that the ratings system is a dissatisfier to many of you, we are hoping that the National Executive team, through discussions with the Corporation, can provide a different and better solution to the current process. You can also use the employee satisfaction survey to have your voices heard, which is anonymous. Keep in mind that if you are dissatisfied with your rating and intend to challenge the Corporation, note that as per the CA, the Association has 25 days in which to do so. For the successful challenges, if your at-risk pay did not reflect the new rating, the correction will be made in the subsequent pay period.

“The only thing that overcomes hard luck is hard work.”

Kathleen Rogers

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314



Join APOC York Branch and become Involved as an APOC Representative

York Branch Constitution [Constitution-and-By-Laws.pdf \(apocyork.com\)](#)

Article 14

Nominations and Elections

14.5 – Nominations for elections of Branch Representatives shall be held in January of each year and they shall hold office for two (2) years.

To be eligible a member must be in good standing and must have attended a minimum of two (2) General Membership Meetings in the twelve (12) months preceding nominations.

Branch Representatives must work in the office they represent and shall be nominated and elected by the membership of their respective office.

You will also receive Comprehensive Representation training.

WHY BECOME AN APOC REP?

THE WRONG REASONS TO BECOME A REP:

- You have been wronged by your superior and hold a grudge
- You enjoy the sense of power over management
- You crave attention and praise from your fellow co-workers
- You want to “stick it to the Corporation”
- You are nosy and want to be “in the know” of everything
- You want extra income

THE RIGHT REASONS TO BECOME A REP:

- You care about your co-workers
- You care about the company and want it to be successful
- You are an advocate of fair employment and employee rights
- You feel you excel in a support function.



Become familiar with your APOC Collective Agreement [AGREEMENT \(apocyork.com\)](#) and our Local Constitution.

Lets get involved – join us at our next meeting Sunday May 21, 2023 at 10:00am

Navin Persaud

T/H/M VP

thmvice@apocyork.ca

416-347-7165



Hello everyone, hope we are all doing well and ready for some warm weather.

We are in full swing with our New Albert Jackson Location (OEPC), our second phase started and lots of new TL's are adjusting well to their positions.

I wanted to welcome our New VP for Albert Jackson, Nesha Irving, thank you for stepping in and taking the reins for such a New and big Facility.

As for Consultations, we continue to fill our voids in each department and are awaiting a few others.

Learning and Development has just welcomed 2 New Team Leads that were successfully in bidding into shift #3 and shift # 2 in its respective locations. This puts them at full complement.

Currently they will be searching for team leads that are interested in developing their career further as Superintendent, this will be done by expression of interest to Adrian Nott and the team.

WPDH continues to work out an upcoming restructure that is hoping to take place in the coming month. We also have 1 TL on a Developmental Assignment and 1 TL Returning back from a year assignment. We also welcomed a New Manager to WPDH as Malek Jubran has taken over from Veronica Marshall.

West Trans has now filled 2 positions in their department with Developmental Team leads.

New East Trans has 2 Vacancies, 1 is Maternity Leave and 1 Full vacancy. No information on the possible backfill yet. West and East Trans also has seen a change in Management with Veronica Marshall taking over from Moira Dale.

RMO/DSO is currently at full complement and no major concerns.

1 Team Lead still acting as an RSO position and is expected to return to the DSO position

Stay Safe everyone and I encourage you to bring forward any concerns from Transportation, learning and development, MOS/ MDO/ RMO 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 at 416-3477165

In person General membership meetings have resumed.

Our next general membership meeting is on May 21, 2023.

Dillon Lumsden

Delivery East VP

delvice@apocyork.ca

416-347-7162

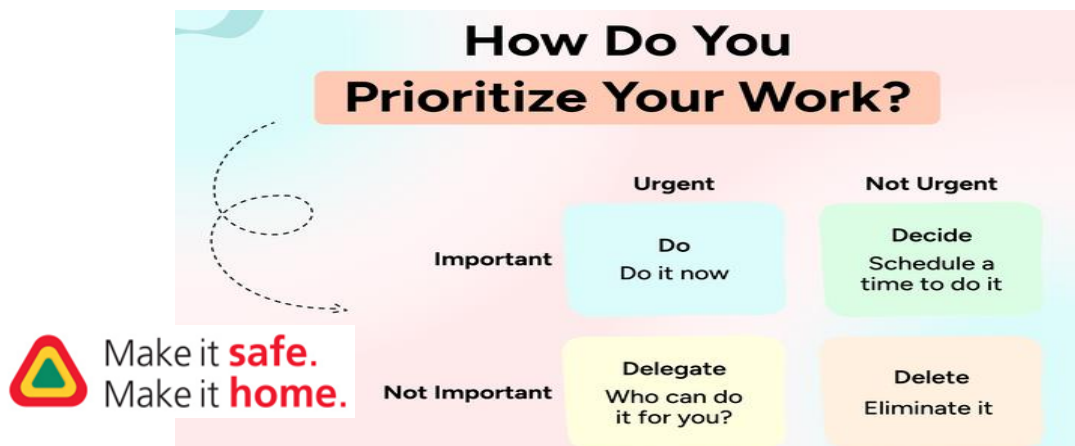


Spring has arrived all be it a little cooler than we want. A friendly reminder for work life balance and ensure your 6 non carryover sick days are utilized before June 30th 2023.

CPC has recently mailed our core values to our home's. Members are urged to read carefully to ensure you representing CPC values.

Your 2022 PMP was recently concluded, members are urged to start tracking your 2023 activities towards meeting and going above expectations. Use your quarterly reviews to address any concerns early in the process.

Health and Safety is not only visual aids but with each IOD incident APOC is tasked to complete all required documentation and coach and mentor employee's the required change of behavior to prevent incidents. You are reminded to request assistance to prioritize workload as required.



July 2023 is our national convention which presents an opportunity for APOC York voices to reflect our leadership. Your Branch executive has listened to the feedback from members and has submitted changes that will strengthen the voice of APOC GTA with APOC National when raising issues unique to GTA!

APOC general meetings have returned to face to face at our Branch located at

2750 14th Avenue, Unionville. Next meeting is May 21st 2023 at 10:00.

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

Jennifer DiMeo

SLPP VP

slppvice@apocyork.ca

416-460-4234



Hello Everyone,

First, I would like to thank all of you for your support to help onboard the new Supervisors. We have had a lot of new members join us and we anticipate more soon.

Recently I have been receiving a lot of complaints regarding the 9-page document that the Corporation is asking to be completed for the IA logs. I have raised this with the Corporation in consultation. I have expressed concerns that this is adding frustration as the information is a duplication of the 24-hour form and then additional repetition completing the IA log itself. I have advised that this adding additional work and time to complete an IA log which is taking more time off the floor and away from managing the employees. I have asked that we discontinue with the 9-page document as South Central seems to be the only facility/area that is requiring this extra work to be completed. The Corporation was not in agreement, stating that they believe that this will be required with the launch of the new system, and they want supervisors to get used to it now as well as believing that this will create better quality logs and help the new supervisors in collecting pertinent data. We will be escalating this Nationally as we understand this is not mandatory in other areas.

9 PAGER

24HR REPORT

For internal use only
24H IOD REPORT EVENT TEMPLATE

Consultation is scheduled the second Tuesday every month. Please advise if you have any concerns that you would like me to raise.

Sharon Griffith
Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear Colleagues,

Hope all is well with you. I am still looking for a new Rep for Sales as Chafica Ghazali left the position in March. The minimum requirements are that you needed to have attended two meetings in 2023. 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.

With respect to the questions posed to the DVP by a sales representative: Here are the responses Serge provided

"Can you help us understand how the sales quota is set each year and why it varies so much from year to year? Is there a way to make it more predictable and consistent so that the sales community can rely on receiving some form of variable compensation from year to year"

The process that establishes the Commercial Sales targets is very consistent, below is a summary overview of that process.

The Corporate commercial revenue target is established based upon the prior year's revenue (base) and the required growth to operate (quota)

The commercial revenue target is then allocated to each sales team (Regional Sales is an example of a sales team), West, Central and East

The Sales team's targets are then allocated to the territory based upon a model (we call it the TRI – Territory Rating Index) which allocates quota based upon multiple factors

The Regional General Manager and the Front-Line Sales Manager then review and adjust where necessary (Documentation for any change is required)

This process produces what we consider to be equitable growth targets (quota); however, market conditions may change that could impact a specific territory's performance during the year which may impact the sales rep's variable "At Risk Pay"

"We understand that some of the main shipping platforms/eCommerce companies are now offering commercial level pricing directly to businesses and by-passing the sales reps. Is this lost business being taken into account when quotas are being set each year?"

The answer to this is yes, as mentioned above the TRI (Territory Rating Index) factors in all developments that would impact a territory's current and future performance. As well prior to finalizing the corporate commercial revenue target (quota) the individual product teams (Parcels and SMM) would also factor in competitive developments prior to setting annual growth targets.

Should you need more information, please do not hesitate to contact me and I will try to get an answer from Serge.



Stone Blemano
Gateway VP

wlpvice@apocyork.ca

416-459-1871



Greetings;

Finally, the Albert Jackson Processing Plant is up and running. This is a momentous change, and this comes with a set of challenges with which we must deal. The success of this historic change depends on all APOC members to help manage the impact in our various areas:

- How to manage orientation of new employees
- Accommodate employees with restriction
- Pull times to meet new delivery standards
- Training

As well as all the other duties and responsibilities which can be challenging. Do not be overwhelmed. Get your immediate team leader and enablers in AccessHR, Labour Relation, WSIB Specialist etc. to assist you. There is also the Family and Employee assistant Program.




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

1-866-565-4903

Search

| |
|---------------|
| Concern |
| Prevention |
| Urgent |
| Team leader ▾ |



We can all use help when life feels overwhelming. During these unprecedented times, you or a family member may be having trouble coping due to fear, anxiety, financial worries, concern about family members or anything else. Confidential help is available 24/7 when you have a concern about your own mental health, or that of a colleague or someone close to you.

Your APOC Representatives are also available if to assist you to resolve the issue(s).

Some of our members were affected during the bidding process to move to the Albert Jackson Processing Center. Provisions were made to enable you to bid back to Gateway if the opportunity arises. I will recommend that you check your emails to ensure you are receiving the Gateway bid postings. Inform the PCR office if you are not on the mailing list.

We also need to review the staffing profile to make the necessary adjustments in the areas where the proposed changes are not working as it should be discussed during the consultation process. Your input from the reality of the day-to-day operations is crucial to enable us to resolve any concerns that you have.

Organizational changes of this magnitude have the potential to create growth and new opportunities. Let us embrace the opening of the Albert Jackson Plant and accept the challenges and opportunities that comes with it.

The next York Branch general membership meeting is on May 21, 2023. Your presence and voice is needed and will be much appreciated.

Nesha Irving

Albert Jackson VP

ajpcvp@apocyork.ca

437-833-9543



My name is Nesha Irving and I am currently your APOC V.P. here at Albert Jackson. I would like to take this opportunity to welcome you to AJPC and also introduce myself. I am currently part of the traffic team on Shift #2 but I will be assisting on Shift#1 until phase two.

To be part of our mailing list please send your personal email address to me at ajpcvp@apocyork.ca and I will make sure that you have all the current meetings and relevant news from our York head office.

Our president for the York region is Sandra Burgess and her contact number **905-479-5950/416-432-2137**. Email is burgess@apoc-apoc.com

Our divisional Vice-President is Dawn-Marie Gayle and her contact is **416-414-3346**. Email is gayle@apoc-apoc.com

All of our latest news can also be found at <https://apocyork.com> . On your first time registering you will need your APOC membership card number.

Please note that I am available to answer any questions you may have and what I am not sure about I will get back to you as soon as I have the answer. For any complaints that you may need me to go forward with, please issue that request in writing via email is acceptable and be willing to have documented evidence (recorded dates, times and incident) to verify your claim.

In the near future the current seniority list for AJPC will be posted in the team leaders' room for all to have access.

For any new APOC members that have not signed up and paid your membership registration fee of \$5 please reach out to me to get the new member form to ensure you are in good standing with the union.

My APOC contact information is above, please use the **APOC EMAIL** going forward and not the Canada post email to reach me. Again, feel free to contact me if you have any questions.

I would also like to encourage all of you to come out to the APOC meetings, we are stronger together. Our meetings are held every 3rd Sunday every other month at our office, the address is **2750 14th Ave Unit G14, Unionville, ON, L3R 0B6** and the next meeting is the **21st May 2023 at 10:00am**.

Again, welcome to AJPC and thank you for all your hard work.

Dawn Gayle

Divisional Vice President

gayle@apoc-aopc.com

416-414-3346



How PT Employees Promote to FT Positions

Part Time employees are eligible as soon as they hold an indeterminate position within the office – they are not held to the 1 year bidding or 2 year transfer tenure requirements (Article 43.12.4 and 43.12.5) as this is considered promotion.

Once they promote into a FT position then the tenure requirements would apply.

The steps are as follows:

- Vacancy created (retire/transfer)
- STEP 1- Bid (FT to FT or PT to PT)
- STEP 2- Canvass transfer list
- STEP 3- Developmental canvass
- STEP 4- OP Priority list
- STEP 5 - Bid (FT to PT or PT to FT)- this is within their own office
- STEP 6 - Transfer outside zone- Article 43.17.2- PT to FT transfer outside their office in the zone
- STEP 7 - SL to OP
- STEP 8 - Assign developmental by earliest FIFO date if no developmental employees exist then it goes to external competition

Article 43 Tenure Rights Bid & Transfer



43.12

Criteria for Steps 1 to 7

In order for *employees* holding OP1 positions to be eligible to bid or transfer into an OP1 position the following criteria must be met:

- 43.12.1 they must be non-probationary;
- 43.12.2 their most current complete annual performance appraisal must be equal to or more than "Met most expectations";
- 43.12.3 they must meet the *minimum requirements* of the position they are bidding for or transferring to;
- 43.12.4 they must have occupied their present position for at least one (1) year in the case of bidding, unless this time frame is waived by the *Corporation*;
- 43.12.5 they must have occupied their present position or performed the same or substantially similar work in their present *office* for at least two (2) years in the case of transfer, unless this time frame is waived by the *Corporation*.

Employees holding OP2 or 3 positions may bid and transfer into OP 1 vacant positions provided they meet the *minimum requirements* of the vacant position.


Part time employees are eligible to promote to FT and are not held to the tenure requirements above as this is considered a promotion (Article 43.16.1 – Step 4 of the staffing process)

The tenure rights for bidding and transfer are totally separate. If an employee utilizes their right to bid it only resets their tenure time (1 year from that date) and does not reset their tenure time for transfer as one does not impact the other.

Next General Membership meeting is May 21st in person at the union office

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|----------------------------------|-------------------------|------------------------------------|--------------|--|
| 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 wlpvice@apocyork.ca | Alwi Mohamed | Shift # 1 | wlpprep1@apocyork.ca | |
| | | Sangeeta Dinshaw Dharmika | Shift # 2 | wlpprep2@apocyork.ca | |
| | | Wanasundera | Shift # 3 | wlpprep3@apocyork.ca | |
| Albert Jackson Plant | Nesha Irving OEPC shift # 2 437-833-9543 ajpcvp@apocyork.ca | | Shift # 1 | ajpcprep1@apocyork.ca | |
| | | Nesha Irving | Shift # 2 | ajpcvp@apocyork.ca | |
| | | | Shift # 3 | ajpcprep3@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 Hajarjian | Training | trainingrep@apocyork.ca | |
| | | vacant | RMO | mosrep@apocyork.ca | |
| Delivery | Dillon Lumsden Delivery 416-347-7162 delvice@apocyork.ca | Steve Thomas | 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