

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

## July - August 2023 Newsletter

**Next General Membership meeting is July 23rd 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
16	17	18	19	20	21	22
<b>23</b>	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,

Upon posting of this newsletter, you should have received a mid-year review with your Team Leader. If any gaps were identified during the review, ensure that the pertinent training recommended be scheduled in a timely manner. Remember, you only have six months to improve for a favourable rating.

As mentioned in a previous newsletter, on July 16, 2023, twenty-five delegates will be attending the APOC National Convention 2023 in Niagara Falls, where we will confirm the York DVP for the 2023-2026 term and announce at the General membership meeting scheduled for July 23, 2023, at 10:00 a.m. The change of date for the meeting is as a result of the rescheduled convention. Therefore, as per the National constitution, the local nominations of qualified members for all Executive positions within the York Branch will be conducted at the General membership meeting.

You all embarked on a journey with me effective September 2013. As the ten-year mark approaches, I have decided to not seek re-election as the President of APOC York branch. For the past couple of months/weeks, I have shared this decision with a number of you during my visit to the depots/plants. Life is about evolving, and change is inevitable in anything that we do. I know, the time has come for a new vision for the branch. Although I am not leaving the Corporation immediately, there will be time to spend with my successor to ensure a seamless transition, as much as possible, to support the almost 1,000 York members along with the Executive team.

The lessons I have been exposed to during the past ten years has afforded me the opportunity to grow immensely as a person, certainly stronger than when I started in the position and compassionate at best. To the coaches and mentors, I worked with prior to assuming the role, certainly prepared me for some of the challenges I was faced with, and I can't thank them enough for their guidance and being selfless in sharing their knowledge.

The time in the role, has also allowed me to interact with people of many different backgrounds, which in turn, allowed me to gain knowledge on many places, food, personalities, memories (good and bad ones) and the list goes on. I have also built friendships along the way, some of which I will continue after my egress from the Corporation.

Through this journey, many have come, and many have gone, and the cycle continues, but there are those who have also faded. I understand their plight and through no fault of their own, they couldn't survive. So, as you pass judgement on an individual, put yourself in their shoes, if you're capable of doing so, before you comment. I say this, as the direction of the Corporation continues to change, and we need to seriously take a hard look at what we are going to invest our energies on.

The term in office wasn't easy. There were triumphs and tribulations, wins and losses, regardless, there was work to be done and the team forged ahead to do what we were elected to do. Yes, some of you will disagree as many of you still believe that APOC does nothing. I do challenge those of you who give themselves the liberty to speak so freely to consider running for office and sit in an Executive chair for some time. I will return for an update within 6 months. Understand that this four-letter word 'work' is not too be taken lightly in this role as 'commitment' 24/7 is required, no ifs ands or buts. Dedication is key and is also a requirement of the job. Thank you is not part of the role, and neither are rewards.

I eluded in paragraph 1, that the local Executive positions will be up for elections in July. Shortly after the General membership meeting scheduled for July 23, members in good standing will receive a ballot to vote for available positions. I encourage you to exercise your right and return the ballot on or before the date indicated.

Stay tuned, part 2 of my final newsletter will be posted as part of the September submission.

Have a safe summer!!

**Kathleen Rogers**

**Branch Secretary/Treasurer**

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

**416-557-8314**



Welcome all APOC Members,

For New members joining please email me your membership application and \$5.00 e-transfer the one-time processing fee that includes an APOC life insurance policy that covers the employee and their loved ones.

For those of you who have recently joined Welcome to APOC York.

Did you know being a member in good standing provides you with the Right to Vote on our Local Constitution in November of each year, as well as to vote on situations that may arise at our bi-monthly General Membership meetings. You will also be able to vote during the elections; you may even decide to become involved and be a member of one of our committees, or a representative.

I hope you have all been making time for yourselves to enjoy the things you love during this summer.

Work life Balance is not always an easy task, but we must make ourselves a priority in our day to day lives.

I challenge each of you this summer to action one thing you have always wanted to do/try that's just for you, but you kept putting it off as other things seemed more important or tending to others needs.

We can only be our best selves when we make ourselves a priority too. Include "Me" time to your everyday life, even if it is only a small amount of time.

Below is a breakdown of the choices of beneficiary designation and the difference between the two as well as the policy coverage for the member and their family as well as the cost of additional coverage.

**Revocable:**

capable of being revoked or canceled

**Irrevocable:**

not able to be changed, reversed, or recovered; final (without having the beneficiary's consent)

**Benefit Summary**

This summary must be read together with the benefits described in this booklet.

<b>Employee Basic Life Insurance</b>	\$20,000
<b>Dependent Basic Life Insurance</b>	
Spouse	\$5,000
Child	\$2,000
<b>Optional Life Insurance</b> (Retired Members are not eligible for this coverage)	Available in \$10,000 units to a maximum of \$90,000, subject to approval of evidence of insurability
<b>Employee Accidental Death, Dismemberment and Specific Loss (Principal Sum)</b> (Associate Members are not eligible for this coverage)	\$10,000

Monthly premiums for each unit of \$10,000	
Members Under Age 40	\$1.20
Age 40 to 49	\$2.90
Age 50 to 59	\$6.00
Age 60 to 64	\$10.00

**Navin Persaud**

**T/H/M VP**

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

**416-347-7165**



Hello members.

Hope we all are enjoying the excellent start to the summer of 2023 and the opportunity to spend some real quality time outdoors with family and friends.

As we prepare for Convention, we are all excited to see what changes will happen within our national constitution; stay tuned for the following newsletter to find out if any of these changes have a direct impact on the local branch and the governing body of the Association.

It's that time of the year when you should be expected to meet for mid-years with your superintendent. Take this time to discuss what areas you may need to improve in and how this can be accomplished. This is the perfect opportunity to ask for help, if needed, and set some goals to finish the year strong.

As for operations, we continue to see lots of movement within the Learning and development department, with the movement of Superintendents, it has created lots of acting opportunities for those team members that have expressed interest in acting positions.

We also will see new postings to backfill these temporary positions as members are in acting assignments.

WPDH is still in the process of restructuring APOC as consultations have been held with CUPW first before any move can be done.

East and West Transportation continues with 4 Developmental assignments and is expected to have vacancies in the coming months.

In the RMO world, we anticipate that 1 Vacancy is currently up and will be filled soon.

DSO No issues to report currently.

As a reminder to all members, we have moved our next general membership meeting to July 23rd, 2023, at 10:00 am

I encourage you all to start coming back to the face-to-face meeting and bring forward any concerns you may have, remember together we can all make a big difference in our Association.

Stay safe all and enjoy the warm weather.

**Dillon Lumsden**

**Delivery East VP**

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

416-347-7162



Summer is officially here; kids are home from school and annual leave blocks are all occupied. With a reload of 6 non-carryover sick days, staffing shortages are evident everywhere. Members are reminded to seek assistance from their team leads to prioritize the workload.

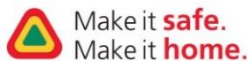
2023 PMP mid-year discussions should have taken place, please ensure you get written feedback regarding how you are trending. If it is not to your satisfaction, request guidance on what is required to improve your evaluation.

SSD is the direction forward for restructures in the GTA. Significant effort along with change management has been focused on the impact to CUPW functions. Your APOC executive has requested CPC management meet to discuss and outline the immediate impact on APOC members. "Less Delivery Agent time in the depot = More time for supervisors to get their work done" has not been assessed against the demands of NDM and extended delivery time.

July 17<sup>th</sup> 2023 is our APOC National convention week, which will result in a new National executive and local York executive teams. Your association is only as robust as its membership's involvement, please stay tuned and let your voices be heard!

**APOC general meetings are face to face at our Branch on 2750 14<sup>th</sup> Avenue, Unionville. Next meeting is July 23rd 2023 at 10:00.**

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



Jennifer DiMeo

SLPP VP

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

416-460-4234



Hi Everyone,

Hope everyone is prepared to enjoy some time off in the coming months.

The midyear reviews should be uploaded by the end of July. **You should be meeting with your Team lead prior to that to discuss how you are trending.** It is very important to have these discussions so you can understand if there is anything that needs to be completed to attain your desired rating. Below is a breakdown of the ratings, to see the difference between them and what is needed to achieve a greater rating, which is available on Intrapost.

### Performance Ratings - APOC

Rating	FAR EXCEEDED EXPECTATIONS 5	EXCEEDED EXPECTATIONS 4	MET ALL EXPECTATIONS 3	MET MOST EXPECTATIONS 2	DID NOT MEET EXPECTATIONS 1
<b>Rating description summary</b>	Far exceeded expectations in all objectives. Exceptional performance that resulted in lasting improvements in organizational, facility or functional performance. Was able to engage, coach and mentor others to achieve high performance and build greater capability. A role model for corporate values.	Performance frequently exceeded objectives. Accomplishments were noteworthy and highly valued. Consistently demonstrated corporate values.	Performance met expectations. Met all critical objectives satisfactorily. Identified solutions that resulted in value creation. Consistently demonstrated corporate values.	Delivered on most of the planned objectives. Gaps existed between planned versus achieved results, and/or corporate values were not consistently demonstrated.	Significantly off track. Performance did not meet expectations in most aspects of the role. Action must be taken to improve performance. The required actions are to be documented in a Performance Improvement Plan.
<b>Demonstrated corporate values</b>	Recognized and inspired others as a role model in demonstrating all our corporate values.	Consistently demonstrated our corporate values.	Consistently demonstrated our corporate values.	Did not consistently demonstrate our corporate values.	Did not demonstrate our corporate values.
<b>Delivered results on objectives</b>	Performance far exceeded objectives. Made an exceptional contribution and had a significant impact on the team and business unit.	Performance frequently surpassed objectives.	Met all expectations in order to reach critical objectives.	Delivered on most objectives but gaps existed between planned and achieved results.	Did not consistently deliver on most objectives. Significant gaps existed between planned versus achieved results.
<b>Coaching and guidance required</b>	Coaching and guidance received were aimed at development beyond the current role.	Minimal guidance required. Approach to work was strongly self-directed.	Occasional coaching and guidance required.	Regular coaching and guidance required.	Extensive coaching, guidance and direction required.

I have asked the Corporation to be transparent and identify any areas of concern to afford the member time to improve and to seek additional coaching and mentoring to bridge any gaps for success.

Please reach out to myself or your shift representative if you have any concerns.

Our next General Membership meeting has been moved back by one week due to the scheduled convention that the delegates of York will be attending. Our July meeting will be held on July 23<sup>rd</sup> where we will announce who the York DVP will be for the next 3-year term (2023-2026), that will be elected by the York delegates at the convention. We will also be confirming who will be eligible to present themselves for nominations for the local executive positions which includes the President position. If there is more than one qualified member to present themselves for a position, then an election will take place amongst the York members who are in good standing. I will be presenting myself for the York Branch President position at the July meeting and look forward to answering any and all of your questions and hope to have your vote and support.



**Sharon Griffith**  
**Sales and Serve VP**

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

416-347-7146



Dear Colleagues,

Hope all is well with you. I would like to welcome Chris Dabreo to his new role as the serve APOC rep. Chris has been with CPC for 4 yrs & 4 mths, split equally between Inside Sales and CSN. He will be an asset to the association. For any questions or concerns feel free to reach out to Chris or myself.

I thought I would add a section about expression of interest. As this is a question that I get from time to time.

**43.44 Step One – Expression of Interest**

The *Corporation* will offer the position to the most qualified *employee* holding an SL3, 4, 5 or 6 position who meets the above criteria (Clause 43.43) within the same *office* who have expressed an interest in writing (to the *Corporation's* representative) in moving within their *office*. Such expression of interest will remain valid for a period of six (6) months.

**43.44.1 Resultant Vacancy**

Clause 43.44 will not apply to a vacancy that results from the application of Clause 43.44. The staffing process for such a vacancy shall start at Step two.

**43.45 Step Two – SL Priority List**

The *Corporation* will offer the position to the most qualified *employee* holding an SL3, 4, 5 or 6 position described in Sub-Clause 43.3.

The *SL priority list* as defined in Clause 43.3 will be consulted and *employees* will be offered the vacant position in the following geographic priority:

1. **43.45.1** within the *employee's office*;
2. **43.45.2** within the *employee's zone*;
3. **43.45.3** within the *employee's division*;
4. **43.45.4** within the *bargaining unit*.

Those *employees* who are on the *SL priority list* pursuant to Sub- Clauses 43.3.1, 43.3.4, and 43.3.6 will move at their own expense.

46. **43.46 Step Three – Selection Process by Competency Based Interview**

Candidates for selection will be identified through the *Corporation's* online application tool and must meet the *minimum requirements* of the position in order to be interviewed.

The *Corporation* will offer the position to the most qualified candidate who meets the language requirements of the vacant position.

47. **43.47 Step Four – Other Means**

If no candidates qualify, the *Corporation* may fill the vacant position by other means.

48. **43.48 Probation**

Any individual initially appointed to a permanent position within the *bargaining unit* shall be on probation for a period of six (6) months during which he performs his duties.

1. **43.48.1** An appraisal report shall be completed on each monthly anniversary date of employment during an *employee's* probationary period. The *employee* shall sign the report and may comment on it. A copy will be provided to the *employee* on request.
2. **43.48.2** A temporary *employee* appointed to a position in the *bargaining unit* shall be on probation for the first six (6) months of *continuous employment*.
3. **43.48.3** In the calculation of any probationary period, previous temporary employment will not be included.
4. **43.48.4** Notwithstanding Sub-Clause 43.48.3 above, if a temporary appointment becomes permanent and the temporary *employee* becomes the incumbent without any interruption, his probationary period shall be reduced by the time already spent filling the position as a temporary *employee*.

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

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

416-459-1871



There has been a significant rise in Notice of Occurrence complaints across Gateway, where employees are using the process to avoid accountability or to mitigate the discipline process being applied. Overall the supervisors feel targeted and unsupported. APOC is mandated to perform duties and responsibilities in line with what is expected by Corporate standards and values. The concept of gentle persuasive approach is not working and is hindering the supervisors ability to effectively manage their area/section and hold employees accountable. How do you walk these fine lines while doing your best to meet expectations and production standards and then have to worry about defending yourself against those that are non-compliant or unproductive?

Please remember to stay calm and professional when dealing with challenging situations or employees. Losing your temper will not be good for you and may cause more trouble than it is worth. Instead, get assistance or escalate it to a higher level. APOC executives have made the Corporation aware of the potential abuse of the Notice of Occurrence process. It can and has been used as a weapon against APOC for simply performing their duties.

There were complaints about individual appraisals and ratings for the year 2022. Unfortunately, these came to the attention of APOC far too late in 2023. These complaints were brought forward only after receiving individual at risk pay. I encourage members to bring these issues and complaints to the attention of the APOC representatives as soon as possible. There are timelines associated with filling grievances relating to year end performance and rating. It is challenging and difficult to get your rating changed if you do not request to have those difficult discussions about your performance during the year with your team lead so that you may have an opportunity to either improve your performance and/or question the conclusions of your team lead.

**Review Process (outlined in Letter #1 of the Collective Agreement)**

The following review process may be used for employees who receive a performance rating of less than "Met Most Expectations":

- a) If an employee, after having completed the standard appraisal process, is still not satisfied with their performance rating because it is less than "Met Most Expectations", then they may advise their Divisional Vice-President.
- b) The Divisional Vice-President, if they deem appropriate, informs the Director, Human Resources that the employee is not satisfied and asks for a meeting with the General Manager or their authorized representative.
- c) The Director, HR schedules and attends the meeting with the General Manager or their authorized representative and the Divisional Vice President. **Under normal circumstances, the meeting should take place within thirty (30) days of the request by the Divisional Vice President. The results of the review will be communicated to the employee by the Director, HR**

The complaints about the noise level at the EUSS is still under review. Suggested modifications and repairs are ongoing. We will get an update at the next Gateway APOC consultation in July.

The next York Branch general membership meeting is on July 23, 2023. Bring a member with you. Your interest and presence will be much appreciated.



**Nesha Irving**

**Albert Jackson VP**

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

437-833-9543



Hello all,

As we welcome the warm summer months ahead, I want to say hello to all the new APOC members that have joined our ranks. I would also like to say it has ignited my pride to be part of the APOC team who has spent these few months in this growing, yet challenging role, here at AJPC.

I would like to formerly welcome two new APOC representatives:

Laurel Tetley for Shift#1 [ajpcrep1@apocyork.ca](mailto:ajpcrep1@apocyork.ca)

Saarah Quamina for Shift#3 [ajpcrep3@apocyork.ca](mailto:ajpcrep3@apocyork.ca)

To keep your mental health in a good state I am encouraging you to take your breaks and lunches uninterrupted and away from the work floor so you can recharge mentally and physically.

I know that we are currently experiencing APOC staffing issues, and this was discussed with management, and they have vacancies that hopefully will be filled shortly.

For the members that are up for mid year reviews remember to discuss your career goals and objectives with your superintendents and keep a documented record of your achievements. Please note that your everyday job functions are not part of your achievements. Take time to update your talent profile, this can only help with your desire for growth.

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 **23rd of July 2023 at 10:00am**.

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.

For any new APOC members that have not signed up and paid your membership registration fee of \$5 please reach out to me or your rep on your shift to get the new member form to ensure you are in good standing with the union which gives you the ability to participate at our General Membership meetings and to vote. It also gives you an APOC life insurance policy of \$20,000 as well as coverage for your family.

Dawn Gayle

Divisional Vice President

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

416-414-3346



## 43.52 TEMPORARY APPOINTMENTS

43.52.2 Where it is necessary to fill an **OP1, SL1 or SL2 position on a temporary basis for more than four (4) weeks, but less than six (6) months**, it will be staffed by a qualified individual in the normal area of competition in the following order:

43.52.2.1 OP priority list for OP position or SL Priority list for SL positions;

43.52.2.2 employees holding an OP position in the bargaining unit for an OP position without competition and employees holding an SL position in the bargaining unit for an SL position without competition; and

43.52.2.3 other means.

43.52.3 Where it is necessary to staff an **OP1, SL1 or SL2 position on a temporary basis for six (6) months or more, but less than two (2) years**, it will be staffed by a qualified individual in the normal area of competition in the following order:

43.52.3.1 OP priority list or SL priority list;

43.52.3.2 a competition for employees holding an OP position in the bargaining unit for OP positions and a competition for employees holding an SL position in the bargaining unit for SL positions; and

43.52.3.3 other means.

43.52.4 The parties to this Agreement, following consultation at the appropriate level, may extend a temporary appointment beyond two (2) years where reasonable grounds exist.

## **Article 43 – 7 Steps to Staff a Vacancy (Now 8 Steps as we have added a new step 3 through an MOA which is the new developmental positions)**

**If the position was vacant, the Corporation would staff it following the 7 steps:**

43.13 Step One – Bidding

**43.14 Step Two – Transfer within the Zone (which includes Office)**

43.15 Step Three – Developmental Supervisors (Bubble) – Local Agreement through MOA

43.15 Step Three – OP Priority List

43.16 Step Four – Bidding/Transfer Part-Time to Full-Time / Full-Time to Part-Time from within the Zone (which includes Office)

43.17 Step Five – Transfer from outside the Zone

43.18 Steps Six and Seven

43.18.1 Step 6 – SL to OP1 Without Competition

43.18.2 Step 7– Competition/Other Means

## Local Agreement:

Rather than having the Corporation go through the competition stage we locally agreed that the Corporation would go directly to the transfer list, by seniority, to staff any short/long term absences at the OP1 level; as this is how the position would be staffed if it was a vacant position and it doesn't make sense to allow/afford employees to compete for a position that they would not get if it was a vacancy, thus enabling the Corporation to upskill the employee who would likely secure the position if it was vacant.

## OP1 Positions in Training and qualifications to be placed on the transfer list:

Locally we have created several opportunities in the training department (developmental or peak season trainers) that are staffed through the competition process. Employees DO NOT need their adult learning certification to be eligible to compete for these positions. If the employee is successful in the developmental or peak season position within the training department, they are then eligible to place their name on the transfer list, without meeting the minimum requirements of having their adult learning certification, as their time spent in the training department would make them qualified.



# 5 SUMMER Safety Tips

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### Be Sun Savvy

  - Use a broad-spectrum sunscreen with an SPF of at least 15.
  - Wear a hat, sunglasses (with UV protection) and lightweight, light-colored clothing.
  - Seek shade under a tree, shelter or an umbrella.
  - Wear a protective sun shirt in the water.
- 

### Stay Safe in the Surf

  - Only swim where lifeguards are positioned, and never take your eyes off of swimming children.
  - Check the conditions of the current before heading out.
  - If you find yourself in a rip current, swim parallel to the shore until you are out of it.
  - Look for jellyfish. If you are stung, go to a lifeguard for first aid.
  - If you hear thunder, stay off the beach for at least 30 minutes after the last thunder clap.
- 

### Be a Water Watcher

  - Never take your eyes off of children in a pool or any body of water, even for a moment!
  - If you're in a group, appoint a designated "water watcher," taking turns with other adults.
  - Avoid distractions like your phone, books or magazines.
  - Use caution with water wings or other inflatable toys.
- 

### Don't Get Bugged

  - Wear an insect repellent with at least 20% DEET.
  - Cover exposed skin with long-sleeved shirts, long pants and hats.
  - If you've been in the woods, check your kids, your pets and yourself for ticks.
  - Stay inside at dusk and dawn, the most active times for bugs.
  - Avoid places with standing water, which attracts mosquitoes.
- 


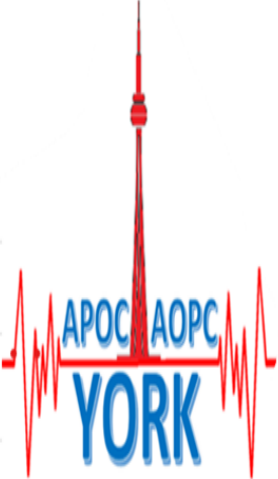
### Hot Car Reminder

  - Never leave a child or a pet inside a parked car, even for a minute.
  - If you're not used to having a child in your car, put something you will need next to the car seat, such as a briefcase, purse or cell phone.
  - If you see a child alone in a car, call 911 immediately.

**Next General Membership meeting is July 23rd *in person at the union office***

<b>Divisional Vice President</b>	<b>Dawn-Marie Gayle</b>	National / Regional Representative	416-414-3346	<a href="mailto:gayle@apoc-aopc.com">gayle@apoc-aopc.com</a>
<b>York Branch President</b>	<b>Sandra Burgess</b>	GTA York Branch Representative	416-432-2137	<a href="mailto:burgess@apoc-aopc.com">burgess@apoc-aopc.com</a>
<b>Secretary Treasurer</b>	<b>Kathleen Rogers</b>	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:wlpvice@apocyork.ca">wlpvice@apocyork.ca</a>	Alwi Mohamed	Shift # 1	<a href="mailto:wlpprep1@apocyork.ca">wlpprep1@apocyork.ca</a>	
		Carrie Strangis Dhammika Wanasundera	Shift # 2	<a href="mailto:wlpprep2@apocyork.ca">wlpprep2@apocyork.ca</a>	
			Shift # 3	<a href="mailto:wlpprep3@apocyork.ca">wlpprep3@apocyork.ca</a>	
Albert Jackson Plant	Nesha Irving OEPC shift # 2 437-833-9543 <a href="mailto:ajpcvp@apocyork.ca">ajpcvp@apocyork.ca</a>	Laurel Tetley	Shift # 1	<a href="mailto:ajpcprep1@apocyork.ca">ajpcprep1@apocyork.ca</a>	
		Nesha Irving	Shift # 2	<a href="mailto:ajpcvp@apocyork.ca">ajpcvp@apocyork.ca</a>	
		Saarah Quamina	Shift # 3	<a href="mailto:ajpcprep3@apocyork.ca">ajpcprep3@apocyork.ca</a>	
Sales and Serve	Sharon Griffith Sales & Serve 416-347-7146 <a href="mailto:salesvice@apocyork.ca">salesvice@apocyork.ca</a>	Chris Dabreo	sales/serve	<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>	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