

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

July - August 2023 Newsletter

Next General Membership meeting is Sept 17th 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						
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,

At the General Membership meeting held on July 23, all Executive positions were up for elections. We witnessed a number of offices where seats were acclaimed and the remaining seats, elections had to be conducted. Ballots were mailed to each member from a printing house and delivered approximately during the week of August 14. Ballots are due back to the Association office by September 8. Results of the elections will be announced at the General Membership meeting scheduled for September 17. To all the candidates, who have been successful in their quest for an executive position and to the candidates going through the ballot process, I wish you all good luck.

As a reminder, submissions are due for the Constitution and by-laws for the branch. If you would like to submit a new article or an amendment, please access the form on the local website at apocyork.com and submit to sectrea@apocyork.ca. The deadline date to submit changes is on or before October 13, 2023.

The Corporation has advised the Association that there are approximately five (5) OP2 positions created for the C&D office. In the coming weeks, the positions and locations will be posted for competition. If interested, please ensure that your career profiles are up to date and you apply by the deadline date indicated. Failure to apply by the deadline date posted, candidates will have forfeited their opportunity to apply. Contacting the HR department will also not enhance your chances of submitting a late application. Set reminders accordingly to avoid disappointment.

To the members who have been the backbone of the Association for years, and continue to attend the meetings, regardless of whether the meetings are virtual or returning to in person, you are truly committed to speaking on behalf of some of the members and also sharing your concerns. Because of you, a lot has changed over the years and hope you continue in the same spirit for many years to come. I encourage the rest of the membership to get involved and know that you too can make a difference.

To the members who have taken the time to script a message or call me, I thank you for your well wishes. Thanks for your support over the years.

To the previous APOC executive members, who shared part of my tenure in the role, I want to say thank you for your expertise and support even after you stepped down and moved on to the next phase in your life.

To the current executive team, what can I say, but a big THANK YOU, for your commitment to the Association. We've been through many ups and downs, however we weathered the storms and accomplished what was within our reach. Keep up the good work and with new executive members coming on board, a different journey begins.

Dawn-Marie, your support has meant more than you will ever know. You steadied my shaky legs when you arrived and would never forget it. You are rock solid, and the Association is in good hands as you continue in the DVP role for another term. A lot has been accomplished since your arrival and many sleepless nights making it happen. Thank you, thank you, thank you.

As your president since 2013, I have gained a wealth of knowledge professionally and let's be honest, we spend a lot of our lives working and with our colleagues. Parts of the role has impacted my life and as such I have also grown as a human being. It's been an honor sitting in this chair for three terms and to my successor, I will be here to support you in the coming months.

Adieu/Farewell

[Always remember that – A truly amazing team is hard to find, difficult to part with and impossible to forget](#)

Kathleen Rogers

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314



Welcome all APOC Members,

I hope you have enjoyed your summer and did at least one thing you have always wanted to do/try that is just for you. 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.

Did you know being a member in good standing provides you with the Right to Vote on our Local Constitution in November and or submit suggestions for changes to be voted on for our local constitution in September of each year. 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.

We only have six meetings a year – every other month on the 3rd Sunday at our APOC York Branch office, and it is only a few hours. You are all invited to join us, meet new people, hear about other area challenges, or bring forth concerns, or suggestions.

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		

My time has come to step down from the Position of Secretary Treasurer APOC York. The past four years has been a wonderful experience and it has been my pleasure to represent our Branch over the years. I learned so much and had the best possible team to support me and to all of you who attended our meetings, I had the privilege of getting to know over the years, thank you for your support and the good times we have shared.

I was fortunate to have Sandra Burgess and Dawn Marie Gayle to learn from, who provided guidance, support and were always available – a very special thank you to you both.

Looking forward to seeing you all September 17, 2023 at the next General Membership Meeting.

Thank you

Navin Persaud

T/H/M VP

thmvice@apocyork.ca

416-347-7165



Hello Members,

As we come to the end to our summer days it's time to ramp up the upcoming peak season.

We are in full preparation with our training team in adding peak trainers to our department and gearing up for a busy season in training with new incoming CUPW Employees.

We also continue to upscale all our Team members from L and D to have the opportunity in training at different departments.

This upcoming Month will be an important one for all members of York as we all have that opportunity to vote our New President for our division. Please take a moment and fill out your ballots and drop them in the mail. Thanks to our relationship that we have built and fostered with the Corporation they have accepted to process them without a stamp so that our results are not impacted, which the Association is very appreciative of.

As for all other departments, WPDH is still awaiting an APOC Restructure, WEST Transportation currently has 2 openings internally right now for bidding and DSO and MDO continues to be fully staffed.

I look forward in seeing you all at the Next General Membership Meeting that will be held on **September 17, 2023, at our office in Unionville located at 2750 14th Avenue unit G14** (the back left corner of the building on the ground floor). At this meeting we will find out who our newly elected President will be as well as our Secretary/Treasurer and Delivery VP.

We will also be having our annual BBQ for all members to join us.



Dillon Lumsden

Delivery East VP

delvice@apocyork.ca

416-347-7162

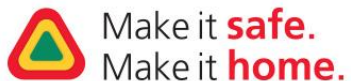


September has arrived, back to school readiness and fall preparations are taking place both at work and home. The results of our elections to complete our executive team will be presented during our September 17th, 2023, general meeting. I hope you took the opportunity to have your vote be part of a renewed membership. I encourage you not to stop at casting your vote, come out to the general meetings and drive the changes you discuss in the depots. SSD is the direction of the corporation which includes significant changes to all delivery positions!

No National SSD standard outlining the impact to APOC has yet to be communicated locally, APOC start times are being affected with little to no advance notice. Various depot profiles are surfacing on how and where the router positions will roll up when insufficient router positions are created to add a router supervisor position. CPC local management has opted to prioritize their efforts to communicate and stabilize the changes impacting CUPW members while delaying and not being forthcoming with the changes impacting APOC.

PCR East has initiated a new look when sending the weekly APOC staffing forecast. This provides a more complete look of the staffing situations allowing a more informed discussion during consultation. The National employee survey will be taking place during September 2023, this remains one of the most direct opportunities for your voice to be heard by CPC senior management.

For all local and National updates please visit both websites as well as speak to your APOC REP. Our next general meeting is scheduled for September 17th, 2023.



Jennifer DiMeo

SLPP VP

slppvice@apocyork.ca

416-460-4234



Hi Everyone,

Hope everyone had an enjoyable summer and that you had some time off to spend time with loved ones.

Drum Roll, Please!



I finally have good news regarding the 9 Pager for IMS logs. **This document is no longer mandatory for us to complete.** The corporation is requesting all new supervisors to use it as a guide when completing an IOD investigation.

The Corporation is starting to question the number of employees that are swiped into material handling and dock. Please make sure you check the ZWAME report to ensure that your employees are swiped into the correct process as I believe they will be monitoring this. If you are receiving 100% on the ZWAME report but your employees are swiped into the wrong cost centre this will be very challenging to explain and could lead to discipline, if you are not able to provide a reasonable explanation as to why.



Employee surveys is a chance for us to have a voice to address some of the issues we face daily. I encourage all of you to take the time to complete this year's survey which will be available to APOC on September 5th. We can't influence change or improve our work if we don't speak up! Use your voice and make it count.



Sharon Griffith
Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Good day my sales and service colleagues,

I would like to invite you to our annual BBQ to come meet your APOC reps at our next General meeting on September 17th, 2023, at the branch office located at 2750 14th Ave at 10:00am. It is important to have sales/serve in attendance at these meetings to bring forth any concerns you are having in your respective groups.

Is your Address Up to Date?



It is also important that if you move you advise us so that we can update our records at the local branch. You will also need to change your address on the Canada Post website under Employee Self Serve and on the left side of the screen you can update your address there. Once that is done the info is sent to National APOC for them to update their records. This is the only way that we have to communicate with you when sending out ballots for voting purposes or collective agreements when new ones are negotiated. If we don't have your address, then you won't be able to vote in any election or collective agreement ratification.

The SL3 Classification Job description has been renamed to Specialist Commercial services effective September 10th, 2023. There are no changes in reporting structure, current tasks, or duties.

There have also been some changes in Sales regarding incentive payout. This was discussed Nationally so I will have to consult with our National VP who is on the sales committee to get a better understanding of this change. When you attend our next General Membership meeting on September 17th please bring your questions as our National VP Dawn-Marie Gayle will be there and can answer your questions regarding these changes in Sales or Service.

Hope to see you at the BBQ.



Stone Blemano
Gateway VP

wlpvice@apocyork.ca

416-459-1871



Attendance at the general membership meetings have not improved over the year, even with the significant increase of newly hired APOC members. The APOC York branch executives are seeking new ideas to improve the attendance of the general membership meetings. These meetings are held at the York branch office on the third Sunday bi-monthly starting from the third Sunday in January.

These meetings provide an opportunity to participate and even qualify to run for elected positions at the local level. We've just returned from our national convention, and we are preparing to elect new leaders for the York branch. This is an opportune time to join us in the pursuit for a better and stronger APOC association!



We are ALL the Association. Things will only get better if we, as a collective body, join our heads together to create new ideas to build an even stronger Association.

I encourage all members, old and new, to join us at our next general membership meeting scheduled for September 17, 2023.



Mark Your
Calendar

Don't sit on the sidelines...Get involved!

Nesha Irving
Albert Jackson VP

ajpcvp@apocyork.ca

437-833-9543



Hello everyone,

I hope everyone had a great summer and is ready for the fall.

This July was the national convention, and we officially elected the new executive committee. Rachel Lafontaine was elected National President, Rick Williams 1st National VP, Dana LeBlanc 2nd National VP and Luc Dufresne National VP of Finance and Administration. Dawn-Marie Gayle was re-elected as York branch National DVP. Join me in wishing them a warm welcome and to say we look forward to all the great things that they will be doing in the next few years to support us and encourage our members.

In our last newsletter our current president Sandra Burgess stated that this will be her final year and as we fill out our ballots to elect a new president, let us thank Sandra for all the hard work and dedication she has put into the York branch and their members. The role can be thankless sometimes, but she has diligently endured and fought for us for all these years. I wish her all the best with her next chapter.

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.

The annual survey will be out from September 5th, 2023, please take the time to fill this out and let your voices be heard. Use this survey to express your thoughts on what is not working for us, such as staff shortages, our displeasure in the increase of our workload and a huge one for me and I would encourage everyone to write about is the PMP that is issued to APOC members and its process. The corporation needs to find a better way to appreciate us, and this current process needs to be revamped to encourage and uplift, not demoralize, and demotivate us.

I would also like to encourage all of you to come out to the APOC meetings;



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 **17th of September 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.

Dawn Gayle

Divisional Vice President

gayle@apoc-aopc.com

416-414-3346



The employee survey is being released to the team leaders on September 5th. This is your opportunity to let the Corporation know how they are doing and whether they have made enough changes from the last survey to make a difference in the work that you do, how you feel, and whether you have the right training and tools to do your jobs.

This is your opportunity to:

- ✓ Share your experiences (good, bad, or indifferent)
- ✓ Voice your opinion, what works and what doesn't
- ✓ Make some suggestions on how they can make things better
- ✓ Be Heard

Your HONEST answers and feedback will make your jobs better as the Corporation uses the survey to make improvements and to know where to focus their attention. This is your workplace and the decisions that are made about your job can impact you. If you don't bring issues forward then you can't get them resolved, this only makes things worse, not better. It is not easy to raise issues, and when you do, often times they are not heard, or the people that you are raising the issues to may not have the ability to make the necessary changes to fix them.

The survey is your opportunity to have your say, voice your concerns, with the right audience, so that if something is broken and not working it can be looked at and be fixed or improved. Alternatively, it also works for the good things as well, if there is something that you like then let them know so it doesn't get changed or removed.

Canada Post needs to know what you are thinking and how you are feeling so they know how to make things better. Give specific examples that can back up your opinion and demonstrate why the change is needed and provide suggestions on how to make it better, as this will help them better understand the issues and make the necessary change to make things right.

Your answers can impact company policy, processes, how you do your job, as well as having the right tools, time, and work environment. Take the time to answer each and every question thoroughly and thoughtfully and avoid rushing through it or just saying what you think they want to hear, as this won't help anyone.

The higher the response rate means that more voices will be heard, data will be more accurate, and results will be more meaningful and tailored to employee needs and concerns. A win-win for everyone!

Do your part, fill out the survey, have your say, and be heard!


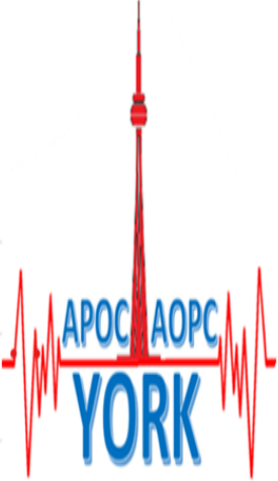
Dawn-Marie Gayle
Divisional Vice President, York Branch



Next General Membership meeting is Sept 17 2023 in person at the union office

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	
		Carrie Strangis	Shift # 2	wlpprep2@apocyork.ca	
		Dharmika Wanasundera	Shift # 3	wlpprep3@apocyork.ca	
Albert Jackson Plant	Nesha Irving OEPC shift # 2 437-833-9543 ajpcvp@apocyork.ca	Laurel Tetley	Shift # 1	ajpcprep1@apocyork.ca	
		Nesha Irving	Shift # 2	ajpcvp@apocyork.ca	
		Saarah Quamina	Shift # 3	ajpcprep3@apocyork.ca	
Sales and Serve	Sharon Griffith Sales & Serve 416-347-7146 salesvice@apocyork.ca	Chris Dabreo	sales/serve	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 Hajarian	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 YY90 MM01 DD01
City: TORONTO	Province: ON	Postal Code: A1A 2B2
Place of Employment GATEWAY	Division PACKETS	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
		Appointment Date 20 01 01 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: 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 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