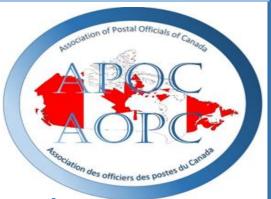
## **Association of Postal Officials of Canada**

# York Branch www.apocyork.com

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



## **November - December 2023 Newsletter**

## Next General Membership meeting is November 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 hig23rdhlighted below:

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#### Jennifer DiMeo

#### **Branch President**

dimeo@apoc-aopc.com

416-460-4234 or 905-479-5950

Dear Members,



I am incredibly thankful for the opportunity to serve as the new Branch President of York. It's an honour that I don't take lightly, and I'm excited to take on this new role.

I would like to extend my heartfelt thanks to Sandra for her outstanding hard work and unwavering dedication during her tenure as APOC York President. Her leadership and commitment have made a significant impact, and her contributions have been truly invaluable to the Association.

I would like to thank Kathleen Rogers, Sharon Griffith and Dillon Lumsden for their hard work and dedication. You all will be truly missed on the executive team.

I would also like to welcome Jimmy Galavodas as Secretary Treasurer, Vidya Alvares as VP for Sales and Serve, Sushil Ninawat as VP Delivery, and Debra Hunter as the VP for SLPP, and Navin Persaud as the Vice President of York Branch in addition to his duties as the VP for MOS. I look forward to working with each of you.

As we move forward, I encourage all members to reach out and identify any issues within their respective areas. Your input is invaluable in helping us address concerns and make improvements.



Recently I was dealing with situation that involved new APOC TLs and them having some issues with benefit coverage for their families.

#### From AccessHR:

When employees are eligible for benefits, they are automatically enrolled with single coverage, and they have to fill out the paperwork to change their plans from single to family and also fill in the dependent information form. Once the benefit forms are received in AccessHR, we change their coverage from single to family and it feed over to Canada Life (twice a month). The dependent information form goes to Canada Life directly, so they know who the employee has coverage for on their plans.

The forms are in the new hire zone (link) that is sent to the employees. As for the benefit card, this is sent to the employee by Canada Life directly.



## **Jimmy Galavodas**

### **Branch Secretary/Treasurer**

sectrea@apocyork.ca

416-557-8314

Dear Colleagues;

First and foremost, I would like to thank everybody for your support in electing me your Secretary-Treasurer for the next 3 years. I look forward to serving the York Branch in this new capacity.

I would like to thank Kathleen Rogers for her mentorship during this changeover and thank her for everything she did as the Secretary-Treasurer. It's a lot of work and I thank you for continuing to offer your support going forward.

I would like to Congratulate Jennifer Dimeo on being the New APOC York Branch President. You will have big shoes to fill as our prior Branch President did an excellent job, but I am confident that you are up for the job.

I would like to thank Sandra Burgess for all her years of service as the York Branch President and wish her all the Best in her Retirement. You did a great job Sandra! Thank you!

I was pleasantly surprised to see the big turnout at the last General Membership Meeting. In my 20 years of attending meeting's, I can honestly say that was the most attended General Membership Meeting I have ever seen. I hope to continue seeing such big turnouts going forward.

The Next General Membership Meeting will have the constitution committee presenting and gives everybody and opportunity to make amendments to your local York Branch Constitution.

I look forward to seeing everybody at the next General Membership Meeting on Sunday November 19 2023 at 10:00am.

#### **Navin Persaud**

# York Branch Vice President Mail Operations Support VP

## & 1st Vice President

thmvice@apocyork.ca

416-347-7165

Hello All APOC Members



As we come up to our Fall and Winter Season, we are also approaching our end of year performance Appraisals. It is crucial that you highlight all the good things that you have done through the year and bring those to the table for your one-on-one meetings with your superintendent. Things to be mindful of are projects that you participated in, mentoring new incoming team leads, Safety projects and compliance and any other committees you may have joined during the 2023 year.

We have had a few changes withing our Association and I wanted to take a moment to Thank the Following VP's that have moved on: Dillon Lumsden VP of Delivery, Kathleen Rogers Branch Secretary/ Treasurer, Sharon Griffith VP of Sale and Serve and last our Branch President Sandra Burgess. Each of you has demonstrated great leadership to the Association and your absence will be missed by our members. Thank You for your dedication and your support for all the members.

We welcome The New VP of Delivery, Sushil Ninawat, The VP of Sale and Serve, Vidya Alvares, The VP for South Central, Debra Hunter, The Secretary Treasurer, Jimmy Galavodas, and Our New Branch President, Jennifer DiMeo. We are all extremely happy to have you all on board and we look forward to working with you all. Congratulations!

#### Operations:

WPDH: Will soon commence its APOC consultation as CUPW has been completed and implementation is set for Oct 29, 2023

WEST Transportation and East Transportation: No major concerns to report with APOC at the current time.

DSO/MDO: No major concerns reported in our last consultation.

Learning and Development: Continues to go through changes with team Leads and a few New Superintendent's on board. They will be deleting 2 peak positions as they were given offers to stay on with the Corporation.

To all Our Members, we would like to wish you a Happy Holidays Season ahead and a safe peak season, remember you must lead by example, and it starts with you.

Our Next General Membership meeting will be held on Nov 19, 2023, at 10:00 am

Hoping to see you all there, together we make a stronger Association.

Sushil Ninawat

Delivery East VP

delvice@apocyork.ca

416-347-7162



I want to start by thanking everyone for taking the time to return the ballots and electing the new York Branch Executive Council.

Please join me thanking the outgoing team and welcoming new Executives.

Prior to Election I took one week vacation and visited almost all the delivery facilities in GTA and listened to your concerns and the top 2 was timely communication from the Association and of course, the APOC Staffing.

To deliver my commitment and serve you better, I have realigned the GTA Delivery APOC representative boundaries. Names of the representatives are listed at the bottom of the newsletter. Along with their contact information and areas they are responsible for.

I have already started identifying gaps and opportunities in the APOC staffing and brought it to the Corporations attention.

Health and safety and Mental health are big concerns. Know your limits and if you need any help please reach out.

Please continue Submitting weekly NDM to your superintendents. NM is a prime product; continue completing Bunker checks and your on-street Observations.

For new supervisors, please reach out to your team leaders for regular feedback and opportunities.

Please reach out to your area Representatives or me for any feedback or concern you may have.

	Sushil Ninawat	Tony Perugini	East Delivery		Ajax, Pickering, Oshawa, Whitby, Local Area East, 280 Progress, 14th Ave, Scar Depot 11, 70 Wynford, 55 Tempo, 600 & 675 Commissioners
Delivery 416-347-7162 delvice@apocyork.ca	Steve Thomas	Central Delivery	delrepc@apocyork.ca	Aurora/New Market, East Gwillimbury, Thornhill, Richmond Hill, Creditstone, 31 Brodie, Wicksteed	
	delvice@apocyork.ca	Brian Wilson (supervisor)	West Delivery	delrepw@apocyork.ca	Alliston, Local Area West, Brampton, MDC, Campobello, Miss Dep 3, Port Credit, Milton, Oakville, Etobicoke B/C, 66 Ray, 500 Oakdale

Thank you and stay safe.



#### **Debra Hunter**

#### **SLPP VP**

slppvp@apocyork.ca



My name is Debra Hunter, I am now your APOC Vice President for SLPP, and a Shift #2 VES Supervisor. I was previously the APOC Shift #2 Representative for more than 6 years and I am passionate about ensuring your issues and concerns are addressed.



The Association will be conducting an election in the upcoming weeks to determine who will become the new SLPP Shift #1 APOC Representative. The candidates for shift #1 are Christian Sirove and Milan Rajkovic. Be sure to make your vote count.



We currently have no outstanding issues with the Corporation and will be meeting with them in November to discuss the upcoming 2024/2025 annual blocks. We will be requesting to have additional blocks opened especially for the latter part of the annual leave year. If you have any concerns that you would like me to discuss with the Corporation, please contact your shift representative (Kathleen Rogers-Shift #3), Shift #1 (TBD) or send me an email.



We have our next by-monthly general membership meeting scheduled for Sunday November 19<sup>th</sup> at 10:00am. Our union hall is located 2750 14th Ave; unit G-14 (2750 14th Ave, Markham Ontario L3R 0H9. Your attendance and input are important.



To you and your families, have a Merry Christmas and a wonderful holiday season.

# Sharon Griffith Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear sales and serve Colleagues,

I hope this newsletter finds you well. For those of you that have not heard I am writing to formally announce my decision to step down from my current role as VP of Sales and Serve for APOC. After careful consideration and reflection, I have concluded that it is best for me at this time to step down.

It has been an incredible journey working with APOC over the past several years. I am immensely grateful for the opportunities I have been given and the experiences I have gained during my time here. The support and guidance I have received from the entire team and the members have been invaluable, and I am truly appreciative of the trust placed in me.

I would like to express my deepest gratitude to you, Sandra Burgess and Dawn Marie Gayle, for your exceptional leadership and mentorship. Your guidance and encouragement have played a significant role in my professional growth and development. I have learned so much under your guidance, and I will always cherish the knowledge and skills I have acquired during my tenure.

I would also like to extend my heartfelt thanks to all my Sales and Serve colleagues at Canada Post. The collaborative and supportive work environment has made my time here truly enjoyable. I have had the privilege of working alongside and representing some incredible individuals, and I am grateful for the friendships and connections I have made.

Please be assured that I am committed to ensuring a smooth transition to the new VP of Sales and Serve Vidya Alvares. I am more than willing to assist in any way possible to ensure a seamless handover of my responsibilities. I will work closely with Vidya and provide her with all the necessary information and support she may require.

Thank you once again for everything.

Yours sincerely,

**Sharon Griffith** 



# Vidya Alvares Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear Sales and Serve team,

For those of you who do not know or have not met me yet, my name is Vidya Alvares, and I am honoured and privileged to be your VP of sales and serve in our union APOC. I took over this position on October 1st so please bear with me as I continue to adjust and learn the ropes of this new role!

As your VP, my job is to represent you all at our Branch Executive Council Meetings and to support you in any workplace issues that you may face. I have been in my sales role at Canada Post for over 12 years so I am well aware of the intricacies that can arise in our respective roles. Please know that there is no question too small or issue too complex for you to email me. It is my job to hear them all and to support you as best as I can or to redirect you to the appropriate APOC rep who can help you!

I encourage all of you to attend our General Membership Meetings, which are held on the 3rd Sunday, every other month in-person at our Branch Office. The next and last meeting of this year will be held on Sunday November 19th at 10 am and we resume in the new year on Sunday January 21st. It is a great way for you to get involved in our branch and to ensure your voice is heard! I will be emailing you with more details as we get closer to the date! Also, keep your eyes peeled for our monthly e-newsletters which will also contain important updates and information!

I also want to introduce Chris D'Abreo, our York Region Sales and Serve Representative. You are also free to connect with him for any questions, comments or concerns you may have!

In conclusion, I want to express my sincere thanks to Sharon Griffith, for her years of service in this role and I am honoured to be taking on the mantle from her. Remember that APOC is here to support you through everything. Our union is made up of over 4000 members and almost 30 branches of which we, the York Branch, are the largest, serving just over 1000 members! Again, please do not hesitate to reach out for absolutely any support you feel you may need in the workplace!

# Stone Blemano Gateway VP

wlppvice@apocyork.ca

416-459-1871



The Corporation presented APOC with a proposal to change the start times of our work schedules. This affected a majority of APOC members working at Gateway East plant and the TCR office.

The Corporation did not follow the process outlined in Article 13.6 in collective agreement. The Gateway APOC Membership were left in the dark. There were rumours on ongoing talks about a major change in schedules. While CUPW had all the information, the APOC ranks were not fully informed in a timely manner. The lack of clarity and guidance created confusion and left the members hanging, not knowing exactly what was going on.

Our members however are not aware about the resistance the York Branch executives put up to try to stop the Corporation from changing the start times. I personally visited all shifts, and all your concerns and challenges were documented. The Divisional Vice President, Dawn Gayle explicitly informed the Corporation about our concerns. Unfortunately based on the current collective agreements both CUPW and APOC executives could not stop the Corporation despite all the complaints and very serious concerns raised. The impact of this multifaceted change is going to affect the members and their families significantly in many ways.

The Corporation assured APOC that it was willing to accommodate members affected. It is up to individual members affected to raise their concerns and submit their accommodation request forms to their team leaders and managers. Please let me know if you are having any challenges with you accommodation request.

For the members who had concerns about the Night workers leave and earning credits with their shift times being changed. The Collective agreement states that members are entitled to earn night recovery credits when the majority of their hours are on the midnight shift. The midnight shift is defined in the CA as hours between 23:00 to 07:00. With the members moving to 1:00 to 9:00, (6) six of their hours are still during the midnight shift so they will still be eligible to earn and use their night recovery leave credits.

The current economic situation in the country with the inflationary pressures is affecting the cost of leaving. Some members are surprised APOC gets zero percent (COLA) cost of living allowance despite the rise in interest rates and the rising cost of everything. APOC members feel that the association leaders have left them down. Are we not all working for the same corporation.? What is the APOC national doing about these issues? How can we collectively influence change?

The APOC York Branch executives cannot do it alone. At the least APOC should have a clause that enables us to get what CUPW gets or better. If we want changes in the collective agreement, then this is the time. We should not seat dormant. Send your concerns on what changes are crucial for the association to the national executives so it can be tabled for the next collective agreement.

The next York Branch general membership meeting is on November 19, 2023. This is the right time to get together and unite to support our local and national executives.

## Nesha Irving Albert Jackson VP

ajpcvp@apocyork.ca

437-833-9543



Hello all,

As we go into peak and winter months please take care of your mental health. This will be our first peak season at Albert Jackson and we may face some growing pains but I believe we will be okay.



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.

On shift #3 they will soon have a new superintendent to help with the workload; once filled that shift will be fully staffed with its APOC quota. And on shift #1 they have now added a dock supervisor to their ranks which have them fully staffed as well.

We were successful in getting the outer wear parkas for all dock and relief supervisors on each shift through an MOA. Your team lead should reach out to you for your sizes so they can order them in time for the inclement weather.

On coming into Albert Jackson, APOC members were asked to give their input on the APOC lounge located on the second floor. No feedback was received so nothing much was placed in that room. Can you please forward your thoughts to the respective APOC representatives so we can forward your feedback to allow us to use that room and make it as comfortable as possible for you to take your breaks away from the floor.

Take time to update your talent profile, this can only help with your desire for growth. Discuss with your team lead what you are interested in and develop a plan to move forward. Canada post has so much room for growth, take advantage of this and grow your career.

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 19<sup>th</sup> November 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. HAPPY HOLIDAYS EVERYONE AND IT MAY BE EARLY BUT HAPPY 2024!

### **Dawn Gayle**

#### **Divisional Vice President**

gayle@apoc-aopc.com

416-414-3346

It is the year of change for the Association.....





This year we had our convention in Niagara Falls where I was re-elected for another 3-year term. We also elected a new National President, Rachel Lafontaine, and a new 2<sup>nd</sup> Vice, Dana LeBlanc. Upon returning from convention, we held our local elections where Nesha Irving, VP of Albert Jackson, Debra Hunter, VP of South Central, Vidya Alvares, VP of Sales and Serve, Navin Persaud, VP of Support Groups (MOS) and Stone Blemano, VP of Gateway were acclaimed. We held elections for the other positions where ballots were mailed out to eligible member to vote and the following individuals were elected, Jimmy Galavodas, Secretary Treasurer, Sushil Ninawat, VP Delivery, and Jennifer DiMeo, York Branch President.

First, I would like to thank all of the outgoing executive team members;

Kathleen Rogers, your wealth of knowledge in accounting has truly transformed the York Branch and you have helped us in updating all of systems and bringing us into the 20<sup>th</sup> century, where we can now submit our financial statements in a timely fashion and have our members pay for their membership enrollment by e-transfer. I can't thank you enough for your hard work, dedication and tenacity in making all of this happen.

Sharon Griffith, your way with people is outstanding and your knowledge is untouchable. I can't thank you enough for helping me understand the serve community and helping the members in sales and serve with all the changes that they have endured; having our members voices heard. I will miss your presence at the sales conference, as will many others.

Dillon Lumsden, your passion for our members that we serve is unwavering. Thank you for always pushing the envelope to help us see things differently and advocating for the members who often go unseen. I will miss your "elevator" tunes, lol, and all the laughter that we have had over the years.

Sandra, where do I begin? You truly are an amazing person, and you have set the bar really high for anyone stepping into your shoes. I can't thank you enough for leading me to the General Membership meetings and helping me see the "bigger picture" in my career path with the Association; it wouldn't have been possible without you. I can't believe that it has been 7 years since we started working together, but like the saying goes, time flies when you are having fun, and that's exactly what it has been working with you. Thank you for your unwavering support, to me, to our members, and to the Association. Not many people understand the commitment that you made to our members and to the Association; working crazy hours, keeping on top of all of the calls, emails, consultations, meetings, communications, office supplies, food catering, employee appreciation, advocating, house calls, and inquiries, while keeping a positive attitude despite all of the negative interactions "being APOC's fault". You did it so effortlessly, always with a smile and a whole lot of grace, regardless of how you were treated. I am left with fond memories of our time together, all the change that we have made for the betterment of our members and the Association, as well as the "time outs" that we shared along the way! THANK YOU, THANK YOU, for everything. You will be truly missed beyond words. This is not good-bye; this is farewell for now, hoping that our paths will continue to cross in your retirement and that you come to drop in and visit us.

To the New Executive Members of the York Branch; Welcome to the TEAM. We have a lot of work to do, and I have no doubt that as a team we can accomplish many great things for our members. I look forward to working with each of you over the next 3 years and I am encouraged by what we have already been able to accomplish. Let's continue to move our membership forward and have our voices heard.

To the members of the York Branch, please continue to come out to the general membership meeting. Our last meeting in September was amazing with well over 45 members in attendance. We can't be successful without you and need you to continue to come out and have your voices heard. We can't do this without you, united we stand!

Next General Membership meeting is November 19 2023 <u>in person at the union office</u>

Divisiona	al Vice President	Dawn-Marie Gayle	National /	Regional Representative	416-414-3346	gayle@apoc-aopc.com	
		Jennifer DiMeo	GTA York E	Branch Representative	416-460-4234	dimeo@apoc-aopc.com	
		Jimmy Galavodas	GTA York E	Branch Representative	416-557-8314	sectrea@apocyork.ca	
		York	Brand	ch Reps Conta	act List		
Facility	Executive VP	Union Reps	Shift/Area	Email Address	Stations		
South	Debra Hunter SLPP		Shift # 1	slpprep1@apocyork.ca			
Central shift # 2 416-		Debra Hunter	Shift # 2	slpprep2@apocyork.ca			
Plant	slppvp@apocyork.ca	Kathleen Rogers	Shift # 3	slppvice@apocyork.ca	ssociation of P	ostal Officials of Canada	
	Stone Blemano	Alwi Mohamed	Shift # 1	wlpprep1@apocyork.ca			
Gateway	WLPP shift # 2						
	416-459-1871 wlppvice@apocyork.ca	Carrie Strangis	Shift # 2	wlpprep2@apocyork.ca			
		Dhammika					
		Wanasundera	Shift #3	wlpprep3@apocyork.ca	R.	mado	
Albert	Nesha Irving	Laurel Tetley	Shift # 1	ajpcrep1@apocyork.ca	*Godinion des offi	ciers des postes du Can	
Jackson	OEPC shift # 2						
JUCKSUII	437-833-9543	Nesha Irving	Shift # 2	ajpcvp@apocyork.ca		2.1.3	

ajpcrep3@apocyork.ca

wpdhtrans@apocyork.ca

trainingrep@apocyork.ca

mosrep@apocyork.ca

delrepe@apocyork.ca

delrepc@apocyork.ca

delrepw@apocyork.ca

Ajax, Pickering, Oshawa, Whitby, Local Area East, 280 Progress, 14th Ave, Scar Depot 11, 70 Wynford, 55 Tempo, 600 & 675 Commissioners

Aurora/New Market, East Gwillimbury, Thornhill, Richmond Hill,

Alliston, Local Area West, Brampton, MDC, Campobello, Miss Dep 3, Port Credit, Milton, Oakville, Etobicoke B/C, 66 Ray, 500 Oakdale

Creditstone, 31 Brodie, Wicksteed

sales/serve servrep@apocyork.ca

Shift #3

WPDH &

Trans

Training

RMO

East

Delivery

Central

Delivery

West

Delivery

Saarah Quamina

**Chris Dabreo** 

(Reza) Mohammad

Vacant

Hajarian

vacant

Tony Perugini

Steve Thomas

**Brian Wilson** 

(supervisor)

Vidya Alvares

Sales & Serve

416-347-7146

**Navin Persaud** 

Training, Mail

Transportation

416-347-7165

**Sushil Ninawat** 

416-347-7162

delvice@apocyork.ca

Delivery

Operations Support,

thmvice@apocyork.ca

salesvice@apocyork.ca

ajpcvp@apocyork.ca

Plant

Sales

and

Serve

MOS,

Trans

Delivery

Training,

# **NEW MEMBER ENROLLMENT FORM (SAMPLE)**

https://www.apoc-aopc.com/download?action=filedownload&fileid=169&ftype=apocdocument

	ASSOCIATION (				224	mber N	10.
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pertaining to my relati of the Constitution of I hereby certify that I h Officials of Canada the Name of Beneficiary	the Association of Po ave paid this day my	estal Officials of Centrance fee for romandollars.	Canada. nembership in	the Associat		stal tatus	
Relationship of Benefi	iciary W/		en Names		OR MY ESTA		
I hereby certify that the subject to any legal re	e above information is quirement.	s correct and I res	erve the right	to change the	e benefici	ary	
☐ IRREVOCABLE	Member's Signatu				20/6	03/	O/ Date
Members can apply for payment of premiums	by deductions or other	erwise through AF	POC				
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