

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

January - February 2024 Newsletter

Next General Membership meeting is January 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 circled in blue below:

-JANUARY-

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28	29	30	31			

-MARCH-

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-MAY-

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-JULY-

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-SEPTEMBER-

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-NOVEMBER-

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Jennifer DiMeo
Branch President

dimeo@apoc-aopc.com

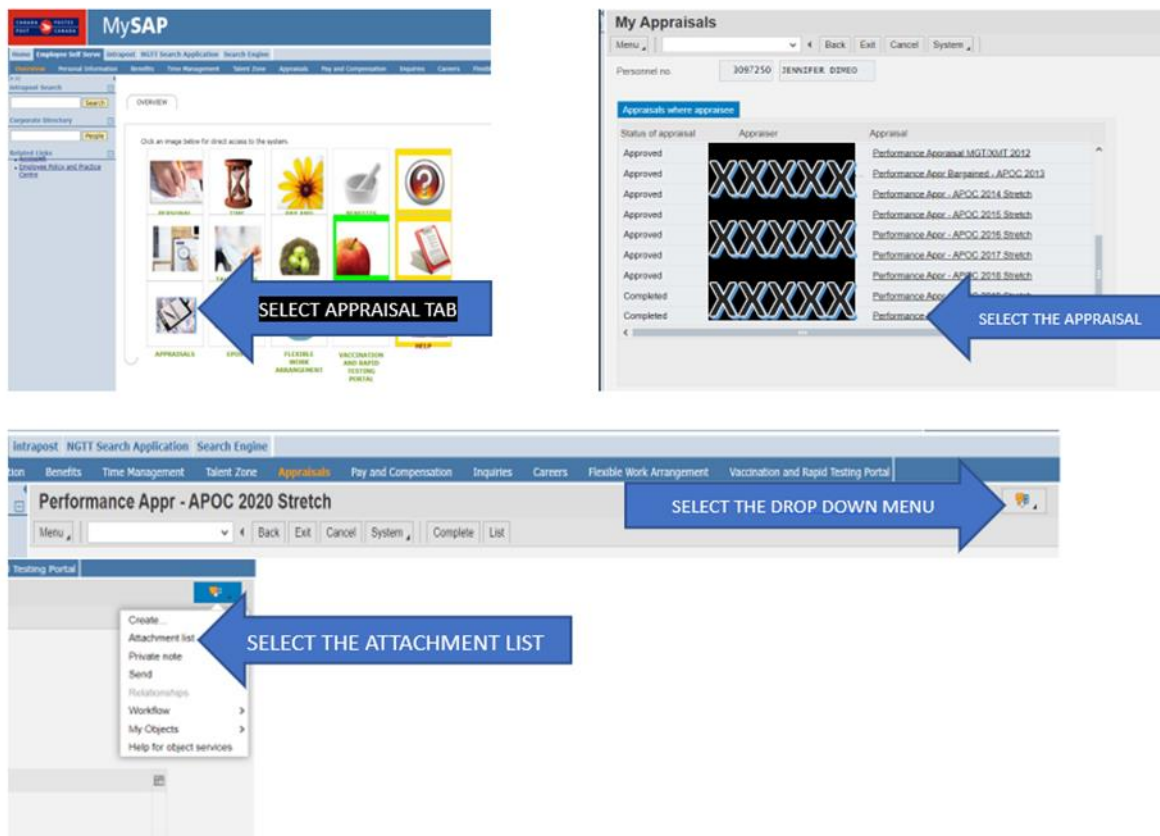
416-460-4234 or 905-479-5950



Dear Members,

As we welcome the new year, I would like to extend warm wishes to you and your loved ones. May this year bring joy, success and fulfilment.

It's that time of year again for performance reviews. The Corporation is responsible to meet with you to discuss your performance and to advise what rating you will be receiving. Please check the uploaded content on intrapost in the My Appraisal tab. Feel free to reach out to us if you have any questions or concerns. Please see tutorial below on how to access your appraisal on intrapost.



We have seen an increase of NOO's in all areas. Most of these are due to supervisors holding employees accountable. Remember this is a restorative process and not a disciplinary one. Please reach out to us for guidance and support.

I have received many inquiries regarding the COLA allowance, or the lack of allowance for APOC members. I will attach a communication from our national office that explains why we did not receive the same as other employees at CPC.

The negotiation team has set up virtual meetings in early January. If you are interested in attending, please reach out to me and I will send you the registration form. You will be required to register at least 48hrs prior to receive an invite. These meetings are not to be held on CPC property so please select a time outside of your regular working hours.

National Explanation on COLA allowance:

HISTORY

Back in the 70s and early 80s, the cost of living had spiked in Canada. At the same time our Association was bargaining major changes to its 4th collective agreement. One of them was the cost-of-living allowance. At that time there was an agreement that any increase above 6% annually would yield a cost-of-living allowance bonus based on 1 cent per hour for every .35 of a point above the target. This was only for the year 1978, which would have yielded APOC's first payment under this clause. It would not appear in the next collective agreement but would return for the collective agreement ending 1983. This would give APOC its second payment for the year 1982.

The Cost of living for Canada would then stabilize for a long period from 1984 through to 2021. During this time there would be some minor adjustments to the article through several collective agreements (The target fluctuated from 5, 5.5 and 6% and the point adjusted ranged from .26 through to .8). During this time other bargaining agents would also make different adjustments to their respective clauses with the same non-payment result due to the stable cost of living in Canada. As an example, CUPW's clause would fluctuate from exceeding 8% over 3 years, to 2.67% annually, to ultimately 5.33% every 2 years.

In 2022 the cost of living would see its first big spike since 1984. At this time 3 of the 4 bargaining agents were basing their payment on an annual review of the COLA index, including APOC. The targets vary from 6-7% for these 3 bargaining agents with APOC at 6%. CUPW had bargained their 2 year comparison (mentioned above) which would begin in 2022 and would span 2 years. It is for this reason that the CUPW group has benefitted from a COLA payment for the last year.

FUTURE

Cost of living is a real issue for our membership from coast to coast. I have attached the excel tracker for those to further understand how the COLA is calculated for each group. With negotiations right around the corner, you can expect this to be one of the priority topics on the table.

		CUPW												
TARGET		Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	TOTAL PAYMENT
153.04		154.5	155.3	156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	0	
	ALL ITEMS EOM	154.5	155.3	156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	0	
	CENTS PER HOUR	28	44	66	78	82	100	112	108	110	0	0	0	
	PAYOUT PER MONTH	\$44.80	\$70.40	\$105.60	\$124.80	\$131.20	\$160.00	\$179.20	\$172.80	\$176.00	\$0.00	\$0.00	\$0.00	\$1,164.80

		PSAC												
TARGET		Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	TOTAL PAYMENT
169.81		154.5	155.3	156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	0	
	ALL ITEMS EOM	154.5	155.3	156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	0	
	CENTS PER HOUR	0	0	0	0	0	0	0	0	0	0	0	0	
	PAYOUT PER MONTH	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

		APOC												
TARGET		Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	TOTAL PAYMENT
164.62		156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	0	0	0	
	ALL ITEMS EOM	156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	0	0	0	
	CENTS PER HOUR	0	0	0	0	0	0	0	0	0	0	0	0	
	PAYOUT PER MONTH	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

		CPAA												
TARGET		Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	TOTAL PAYMENT
162.29		153.9	154.5	155.3	156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	
	ALL ITEMS EOM	153.9	154.5	155.3	156.4	157	157.2	158.1	158.7	158.5	158.6	0	0	
	CENTS PER HOUR	0	0	0	0	0	0	0	0	0	0	0	0	
	PAYOUT PER MONTH	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

*CUPW TARGET IS ESTABLISHED EVERY 2 YEARS ON JANUARY 31ST STARTING IN 2022. IT IS BASED ON 5.33% ABOVE THE ESTABLISHED AMOUNT ON THAT TARGET DATE. PAYOUT IS 1 CENT PER HOUR FOR EVERY .0505 ABOVE TARGET
 *PSAC TARGET IS ESTABLISHED ANNUALLY ON AUGUST 31ST. IT IS BASED ON 7% ABOVE THE ESTABLISHED AMOUNT ON THAT DATE. PAYOUT IS 1 CENT PER HOUR FOR EVERY .08 ABOVE TARGET
 *APOC TARGET IS SET ON MARCH 31ST ANNUALLY. IT IS BASED ON 6% ABOVE THE ESTABLISHED AMOUNT ON THAT DATE. PAYOUT IS 1 CENT PER HOUR FOR EVERY .08 ABOVE TARGET
 *CPAA TARGET IS SET ON DECEMBER 31ST ANNUALLY. IT IS BASED ON 6% ABOVE THE ESTABLISHED AMOUNT ON THAT DATE. PAYOUT IS 1 CENT PER HOUR FOR EVERY .08 ABOVE TARGET

Jimmy Galavodas

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314

Dear Colleagues;

Merry Christmas and Happy New Year!

I was happy to see the big turnout at the last General Membership Meeting where the Tyler confirmed 43 members attended. It is awesome to see the passionate discussion that takes place at every meeting.

It is important to note that there are a lot of concerns and issues raised at the general membership meeting that should be handled while it is happening. That being said, I recommend that we do not wait until the General Membership Meeting to address our issues as this does not resolve them as they are happening due to our meetings only happening 6 times per calendar year. You can immediately get a response by contacting your APOC Representative or Vice-President. The President and Divisional Vice President are also always available as well to answer your questions. They need your feedback for the monthly consultation meetings so that they can get answers to your concerns and stop these issues from happening, to support our members. Only at monthly consultation meetings with Management can your issues be brought up formally. Please provide your APOC Representatives with the information that they need when it is fresh in your mind so they can address it with Management in a timely fashion. I hope to continue seeing such big turnouts going forward.

The constitution committee presented amendments to your Local York Branch Constitution. They have been posted on our website and we will be voting on it at the next General Membership Meeting.

I look forward to seeing everybody at the next General Membership Meeting on Sunday January 21, 2023, at 10:00am.

Navin Persaud

York Branch Vice President

Mail Operations Support VP

thmvice@apocyork.ca

416-347-7165



Happy New Year to all members of APOC wishing you lots of health and prosperity for 2024.

Now that the peak season has gone by us, it's time to start working on our year-end appraisal meeting, In the coming weeks, you will be scheduled for the one-on one meeting with your Superintendent to discuss your year-end performance report. As a remainder if you believe that there are any gaps with your review it is important to reach out to the Association if they were identified during your meeting. The Corporation has an obligation to provide the coaching that is required for your improvement. If your Superintendent has not scheduled a time to meet with you, it is your responsibility to ensure that a meeting is scheduled. As a reminder Safety continues to be the top priority when performing duties.

The Corporation has clearly indicated that this coming year we will be in the spotlight for 3 major learning modules; on how to properly conduct Plant Nesting, STV 1,2,3, and Force Majeure. Please take a moment to familiarize yourself with these processes as it will be important to understand how each one of them work. Please refer to intrapost for more information under Delivering Operational Excellence.

As for Operations, we have concluded consultation with Learning and Development for their vacation board 2024/2025 and bidding will start shortly. As a reminder that the current vacation starts on March 31, 2024, to March 23, 2025, a total of 52 work weeks.

We have consulted with Transportation and West transportation did end up with 2 Vacation blocks for the 2024/2025 vacation year with 3 weeks blocked out for Christmas on 1 Block only for East trans. East Trans will have 3 weeks blocked out prior to Christmas. Still some discrepancy with those weeks and the Association will be working on that.

WPDH, has not consulted yet, due to the TL's restructuring and talks will resume in January 2024. As soon as the consultation has been completed the Corporation will be able to prepare the vacation blocks to start the bidding process.

MDO's Consultation and DSO's consultation will be held in January 2024 and will provide an update to that department once completed.

I'm very pleased to inform everyone that our meeting at our Association office has been growing in attendance and we hope to continue this trend in 2024, it's important for you to bring your concerns to the Association so we help you in your department.

Next General Membership meeting is January 21st, 2024, in person at the union office.

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

Sushil Ninawat

Delivery East VP

delvice@apocyork.ca

416-347-7162



Hello All,

As year-end approaches, I wish all of our members and their families' a very warm and healthy holiday season.

Beginning early next year you will see a new approach from APOC York Branch.

In our last Membership meeting questions were raised about OSV/Positive interactions/Safety observations

Some members have been advised they have to do all POC for the colour of the day(OSV) Some have been advised they are required to do four employees a week, the safety audits are not to be done on the same employee that they have done the on-street audits on. The NDM forms have 25 columns a sheet, two sheets completed would be a total of 50 POC. There are some areas that have been given instructions to complete two PSIs in addition to the NDM safety forms. Please refer to the highlighted below that are from the PMP and NDM safety observation form.

Conduct and document two on-street observations per week (excluding periods of leave or assignment to projects) for compliances to outside processes (ex., Neighbourhood Mail, delivery, collection). Verify weekly compliance to inside processes for NM e.g. surplus admail process, header boards up to date. Determine routes to be audited with superintendent for efficiency purposes, utilizing NDM, and conduct in conjunction with safety observations.

- Requirement: 2 Safety observations / Supervisor / week

Questions were asked about mail brought back by delivery agents at the EOD in SSD depots.

The process is as follows:

- Mail brought back and reported to the end of day supervisor
- Mail brought back form is filled out
- Staffing supervisor reviews the end of day report in the morning and assesses the volumes. Staffing supervisor organizes and arranges (additional help or merge with that days product) for example, the LC, generally smaller volumes such as a bundle, or 1 tray or less, would go back to the letter carrier PT or SSD to deliver that day. SSD would merge with next days product. In the case of larger volumes, for example a brand new person, extraordinary event on street (accident or weather for example), if the volumes are more then a tray then the staffing supervisor would provide that work to a temp employee if the station has temps or 17:04.
- This mail never goes to a router as it would contain sequenced and manual mail that is already prepared and tied out

Year end is opportunity for us to showcase our hard work make sure you submit one pager of your accomplishments to your team lead and if needed ask for APOC representative to be present in the meeting

Listed below on one of the last pages are the names and contact info of Our APOC delivery Representatives.

At the end I send my warmest wishes and thank you for your hard work, Solidarity and commitment

Debra Hunter

SLPP VP

slppvp@apocyork.ca



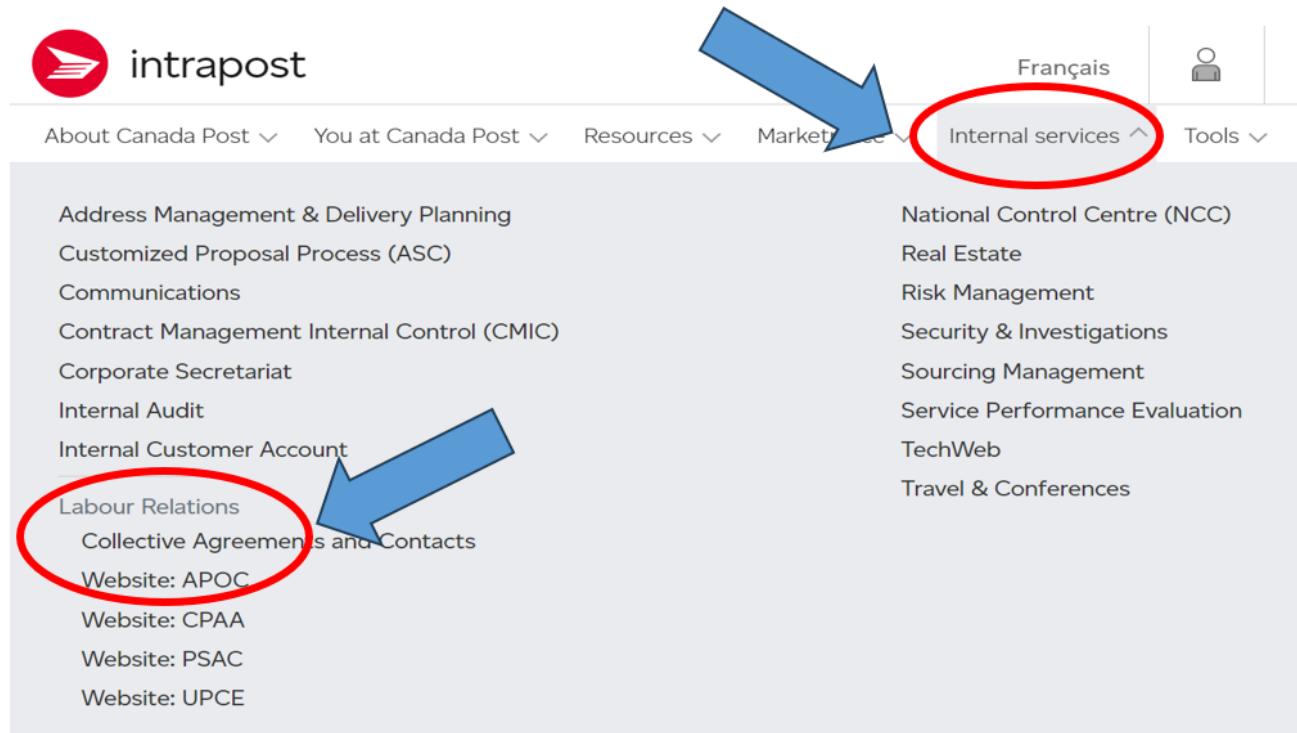
Happy New Year to everyone, I wish you all good health and happiness for 2024!

I would like to welcome all the new SCLPP members to the APOC York Branch. Please contact me via email if you have any questions or concerns.

We had to conduct an election on shift #1 to determine who the APOC representative would be on that shift. I am pleased to announce that the election votes have been tabulated and welcome Christian Sirove to the APOC team as the shift #1 representative.

Year end reviews will be conducted in the upcoming months. Members are reminded to prepare your year end one pager and submit it upon request. It is important to highlight all the contributions you have made towards the plant targets and expectations.

Let's all get involved and learn about our Collective Agreement and our Constitution. If you have not received a collective agreement, please advise me so I can make arrangements to get you a physical copy. In the meantime, you can gain access to the collective agreement online on intrapost:



As well as on the national APOC website www.apoc-aopc.com and on the local APOC York Branch website www.apocyork.ca.

If you have any suggestions on articles that you would like to see changed, deleted, or amended in our next collective agreement, please reach out to me so I can forward your suggestions to our APOC National Negotiation Team. They are preparing for the upcoming negotiations for our new collective agreement.

I look forward to seeing everyone at our next by-monthly general membership meeting.

Vidya Alvares
Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear Sales and Serve Members,

The past year has been a blur, leaving as quickly as it came. After I took over in October 2023, I have had the pleasure of meeting almost all of you virtually at your team meetings and introducing myself in my new role.

The solidarity of our members is the heart of our bargaining power and makes gains possible. Together, we've built strong communities and achieved better wages, benefits, pensions, and fair treatment for our members.

2024 is here, while we are in the spirit of goal planning and settling our intentions for the coming months, it is imperative that we take an active part in our membership meetings and make our voices heard. As we continue to work from home it gives us more time to declutter our brain and maximize our time and focus both on and off the clock.

During Christmas I met a few friends who are members of different unions, and they expressed their gratitude for working in a job that is unionized. It is clear that these friends know what it means to be a union member. Over the years, many people have either forgotten or had no inkling about the significance of a union. I'd like to take this opportunity to give you a few notable examples of what Unions have done for the workforce:

1. Did you know that with Union action, Unemployment insurance became law, acting as a safety net to protect workers from the total loss of income caused by a job loss?
2. Did you know that with Union action the Fair Labor standards Act was passed to establish a minimum wage and prescribed a standardized 40-hour workweek schedule for most workers.
3. Did you know that with Union action Workers' compensation laws were passed? This would never have been enacted without collective union backing, without workers compensation protection, workers could be left responsible for paying for the costs of an injury their job caused, directly or indirectly.

I'm grateful that I work for a Union that Cares for their members. I'm really hopeful and look forward to seeing more of sales and serve members attending our general membership meetings.

Our next meeting will be held on Jan 21st, 2024 @ 10 am
Our union hall is located 2750 14th Ave: unit G-14, Markham Ontario L3R 0H9.
Your attendance and input will make a difference.

So, here's to 2023 and to an even better 2024

Stone Blemano
Gateway VP

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The 2023 was a particularly challenging year for Gateway. The opening of the Albert Jackson Processing Center and the shift changing in Gateway affected members and their family in a significant way. Some members are still struggling with the effects of these changes.

In 2023 there was a significant increase in the Notice of Occurrence complaints against APOC members. Many of these cases arose because of APOC members holding CUPW members accountable. It is an extremely difficult balance to achieve. APOC members find themselves being grilled through the NOO process for simply doing their job. Unfortunately, I do not see this trend going away anytime soon. It is difficult to remember specific events that dates back many months in some cases. It is advisable to keep notes and document events that could potentially lead to a grievance. I will also encourage you to have a colleague with you when dealing with difficult employees.

The Corporation has advised CUPW about potential changes for Gateway West Plant. This will affect APOC staffing. We do not yet know how it is going to affect the APOC staffing. We will keep you posted as soon as APOC is advised.

The discussions about cost-of-living allowance still continues unabated. Unhappy Gateway members have suggested a group grievance to Corporations hands to compensate APOC for the cost-of-living allowance. It is unfair that CUPW get some benefits that APOC does not get. Let your voices be heard now. We must ensure that the next bargaining team for the upcoming collective agreement is strong and will take a stand and demand what is fair for all Canada post employees. There will be meetings for the negotiations team that will be held virtually for you to attend if you are interested. Please let me know if you want to attend one of these meetings so that I can have a registration form sent to you to register for one of these meetings. You must register 48 hrs in advance of the meeting to be able to sign up and receive a teams link to attend. These meetings will allow you to raise your concerns and issues with the negotiations team so that these can be known and hopefully taken forward to the negotiation table.

The next York Branch general membership meeting is on January 21, 2024. Please spread the word and bring APOC members along with you for the meeting.

HAVE A HAPPY NEW YEAR

Nesha Irving
Albert Jackson VP

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437-833-9543



Hello all,

Happy New Year everyone, I hope that 2024 is good to everyone. I know the holiday season can be hard for some of us but please know that you can reach out if you need to and I will help direct you where you need to be. I will be doing my monthly visits to each shift but if you need me before then please call or email and I will be there.

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.

Let us welcome the new superintendent by the name of Sabeeh Ahmed on shift three, we are looking forward to have the help with the workload and bringing stability to our members.

APOC York was successful in obtaining a pulse check for AJPC and this will be happening shortly. If you are selected to be part of this, we asked that you are honest in your answers and that all answers are anonymous. A pulse check was requested by APOC York because we felt that the tone, morale and culture of the plant was not what it was supposed to be and our hopes is that this will bring about change in a positive way.

The vacation boards should be released soon. We consulted and we were not in agreement with weeks 35-38 being blacked out as our collective agreement does not have a blackout period for us. This was taken up with the corporation and the revised version only allowed one person to be off for the entire plant, which we did not agree to. We understand that operational need dictates the vacation leave and we have asked that one person be allowed to have vacation on each board. If this is not honored on this board don't despair, we will grieve this decision if need be.

It is PMP time again, please have your achievements ready to discuss with your team leads. Take the 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 the 3rd Sunday every other month starting in January, at our office.

The address is 2750 14th Ave Unit G14, Unionville, ON, L3R 0B6 and the next meeting is the 21st January 2024 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.

Continued.....

I have gotten a lot of requests from the part-time members on the process to become full time. I have included the process here from our last newsletter.

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.

HAPPY NEW YEAR EVERYONE HERE IS TO A GREAT 2024!

Dawn Gayle

Divisional Vice President

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Wow, how did we get to a new year already.....

Last year was full of a lot of changes, the Corporation opened the new Albert Jackson Plant in Scarborough to help the Corporation with the parcel volumes and keep us competitive with all the new competition that we have in that line of business. There have been a lot of challenges at the Albert Jackson plant with processes and standardization not being clear or set. There has also been a lot of disappointing treatment of our members at that facility that the Association has addressed. In response to our raised concerns, the Corporation has agreed to do a pulse check to give APOC the opportunity to raise their concerns and have their voices heard. It is imperative that if you are selected to meet with the Corporation that you be brutally honest with what is going on at Albert Jackson, good, bad, or indifferent, so that the Corporation can fix and change what is happening. If you say nothing you will miss this opportunity to make a positive change and will be left with what you have where things will only get worse. Speak up and be heard so that changes can be made for you to have a healthy place to work. This pulse check is completely anonymous, and NO NAMES will be shared with the Corporation and any information that is shared will be grouped into themes so that it will not be known where or who the information came from. This can also be done off shift and off site so that it will not be known that you even met with the Corporation to make it safe for you to speak up. If you have any questions or concerns regarding this pulse check, please contact Jennifer DiMeo or myself for further information.

The Corporation also decided to continue their focus and implementation of SSD (Separate Sort from Delivery) where the focus is not just on saving or creating space in buildings, but it is also about saving costs in vehicles, parking, cases, and RTO (required to operate) which has had an impact on our APOC members. The Corporation won the grievance for SSD so they will continue their role out of SSD to all other stations across the GTA which will bring changes to how APOC modules and orgs are split and who looks after the routers as these positions will be part of the RTO that exists which will add other work and responsibilities to APOC. Please reach out to your APOC representative and executive VP for assistance with these SSD implementations to ensure that we are aware of what is happening and can assist with these changes right from the start.

The Corporation is also rebalancing the local areas so there will be some positions adjusted as well as created based on the growth and traffic patterns in the GTA.... more to come on this in the new year.

The Corporation is also looking at the relief compliments and ratios and we will be converting some developmental positions to relief positions as well as creating some additional relief positions in the new year.....more to come on this as well.


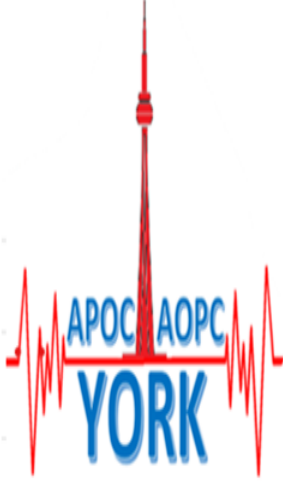


Year End discussions will be finalized, and your team leaders will be setting up your year end appraisal with you. Please make sure that you provide your one pager of accomplishments and things that you want them to include to support your year end rating. Please make comments and provide them back to your team leader to have them added to SAP so that you have input as well. If you receive a 2 rating, and you are not satisfied with your rating or the justification for that rating, please reach out to your local VP for them to challenge this with your team leader and manager. The Corporation cannot just give you a 2 rating without providing justification for this rating, which is what we need to challenge. This needs to be done asap as we only have a small window of opportunity to grieve this, if needed.

Next General Membership meeting is January 21st 2024 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	Jennifer DiMeo	GTA York Branch Representative	416-460-4234	dimeo@apoc-aopc.com
Secretary Treasurer	Jimmy Galavodas	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	Debra Hunter SLPP shift # 2 416- slppvp@apocyork.ca	Christian Sirove	Shift # 1	slpprep1@apocyork.ca	 
		Debra Hunter	Shift # 2	slpprep2@apocyork.ca	
		Kathleen Rogers	Shift # 3	slppvice@apocyork.ca	
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 wlppvice@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	Vidya Alvares 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	Thevan Huynh (Reza)	WPDH & Trans	wpdhtrans@apocyork.ca	
		Mohammad Hajar	Training	trainingrep@apocyork.ca	
		vacant	RMO	mosrep@apocyork.ca	
Delivery	Sushil Ninawat Delivery 416-347-7162 delvice@apocyork.ca	Vikas Patel	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
		Steve Thomas	Central Delivery	delrepc@apocyork.ca	Aurora/New Market, East Gwillimbury, Thornhill, Richmond Hill, Creditstone, 31 Brodie, Wicksteed
		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

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	DOE Family Name	JOHN Given Names	SIN	000-111-222
Address	123 No	ZERO STREET Street	Date of Birth	YY90 MM01 DD01
	TORONTO City	ON Province	A1A 2B2 Postal Code	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
Place of Employment	GATEWAY		Division	PACKETS
			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	DOE Family Name	JANE Given Names	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