

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

March - February 2024 Newsletter

Next General Membership meeting is March 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 circled in blue below:

-JANUARY-

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-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,

I would like to take this opportunity to explain to those in delivery why the annual leave boards were put on hold. When I consulted with the Corporation, they had provided me with inaccurate information. I was provided with the quotas for each area and a sample of the boards. These boards had the week of Christmas blocked out. During consultation they presented one block per board for that period and did not include it in the black out period. This led me to believe that the members were getting something more than they had the previous year. Once the bids started, I received several inquiries regarding the week of Christmas. Members advised last year the boards had two blocks for the week of Christmas and questioned why it was reduced. When I asked to see copies of last year's boards, I found that this was true, and some areas had three blocks for that same week. This is why I had asked to have the boards put on hold. There were several attempts made to try to resolve this and to get a better understanding as to why. Unfortunately, it had to be escalated to Kevin Burt. After discussing this with Kevin he provided further data to support the need to reduce this week and advised that this week was considered "after Christmas" on the boards last year as there were no days prior to Christmas in that week and that this year there are two days, with Christmas falling on Wednesday, thus the importance of having APOC at work, as they need to ensure that all mail is scheduled for delivery to meet the needs of our customers in delivering Christmas to them. In previous years, when there were delivery days prior to Christmas, the week was blocked off completely and then we were given one block for the entire directorship which included the superintendents. The boards for 2024/25 there is one block per board open, which is a win for the Association. The Association was satisfied with this explanation and data provided to support it, so the boards were released to resume bidding.

All of you should have received your year-end rating by now. If you wish to challenge your rating, please reach out to your VPs as soon as possible. We have twenty-five days to file a grievance which we must follow the escalation process before filing.

The conflict-of-interest policy at Canada Post has come up a few times over the last few months. Many feel that if they disclose any relationships with employees may lead to disciplinary action or dismissal. This would only be the case if a conflict was not declared. Should the Corporation find you have not declared a potential conflict or refuse to fill out the Conflict of Interest form they could deem this as a breach of trust.

There is a lot of confusion about what would be classified as a conflict. Some examples of potential conflict can be any of the following:

1. Family
2. Friends
3. Driving or taking a ride to work with an employee.
4. Selling products or items to employees.
5. Soliciting funds in the workplace for Girl Scouts or local school functions.

If you have any friends or family who work for the Corporation, I strongly caution you not to access them in SAP some members have been interviewed for this.

Thank You Sandra

I would like to take this opportunity to thank Sandra for her leadership and dedication during her tenure as president. Her contributions have made a lasting impact. I wish you all the best in your future endeavours.

Jimmy Galavodas

Branch Secretary/Treasurer

sectrea@apocyork.ca

416-557-8314

Dear Colleagues;

I was happy to see another big turnout at the last General Membership Meeting where the Tyler confirmed 37 members attended.

The meeting was again filled with passionate discussion. However, I find it concerning that members are still waiting until the General Membership Meeting to address our issues. You can immediately get a response by contacting your APOC Representative or Vice-President. The President and National Vice President are also always available as well to answer your questions. They need your feedback for their monthly consultation meeting. Only at monthly consultation meetings with Management can your issues be brought up formally.

Please provide your APOC Representatives with that 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 motion to approve the amendments to the constitution from your Local York Branch Constitution was passed.

The Auditors will present their year end Audit at the next General Membership Meeting.

I look forward to seeing everybody at the next General Membership Meeting on Sunday March 17, 2023, at 10:00am.

Navin Persaud

York Branch Vice President

Mail Operations Support VP

thmvice@apocyork.ca

416-347-7165



Many members are worried about our mail volumes and what we will be doing with no mail in different sections.

I encourage all members to take that opportunity to review your PMP's for 2024 and start working towards the ask of the corporation and your department. Each section has its own unique needs, and it is a perfect time to accomplish those needs. As a reminder it is only 2 Positive Safety Interaction (PSI) that need to be completed by each Team Lead per week and this can be incorporated with your quarterly Workplace Hazards Prevention Program (WHPP). Stay on top of these wants from the Corporation as it only helps yourself during your mid-year and end of year review.

We continue to hear rumours about amalgamation of trainers from different shift onto Shift # 2. At this point its only rumours and this has not been brought to APOC's attention.

We have received a 13.6 for WPDH and yet still have not heard back from PCR as to the final status or restructure for this department. We have 1 TL from WPDH who has been awarded the position that was up for bids in west transportation. This will now open an additional spot-on shift # 3 at WPDH, there is no word yet if this position will be posted for bids.

We will await the next consultation meeting to figure out the corporation strategies for this department.

By now most of the departments have completed their vacation bids and as a remainder, if you have not completed your bid for vacation please reach out to your superintendent or PCR for help.

As a remainder to all members that have recently joined our association, there is a New APOC form that must be completed for registration. It is imperative that you provide a personal email so we can contact you in the event of any emergency.

If you require more information on how to fill out the form, please reach out to me via email at thmvice@apocyork.ca or you can also reach out to any one of my executive stewards at wpdhtrans@apocyork.ca, Thevan Huynh, or trainingrep@apocyork.ca, Reza Hajarian.

Our Next general membership meetings will be this coming March 17, 2023, at 10:00 am APOC York Branch 2750 14th Avenue, Unionville.

Hope to see you all there.

Sushil Ninawat

Delivery East VP

delvice@apocyork.ca

416-347-7162



Hello All,

Just a reminder for everyone for Sandra Burgess`s Retirement party



Year 2024 is going to be challenging, as Corporation is dealing with tough financial situation.

Hope everyone had an opportunity to sit down with their Team leaders for year-end review, if you have any concerns with the rating, please reach out to your area Representative as soon as possible.

APOC York is in process of creating guidelines for distributing overtime and maintaining Equal ops in delivery and will be presented to Corporation for implementation.

Members are requested to follow an escalation process for any concerns, step one being to initiate the conversation with the team leader (documenting details time /date/contents) Step 2 approach the area Representative for further escalation and actions.

Last few months Delivery reps were busy handling interviews because of Supervisors not following NDM processes, I encourage everyone complete required NDM activities and also if someone is asking you to complete non NDM forms please seek guidance from your divisional area rep ,please refer to Representative contact information listed below

		Steve Thomas	Central Delivery	Delrepc@apocyork.ca	Local Area West,Alliston,Aurora,New Market,East Gwillimbury,Thornhill,Richmond hill,Creditstone,31 Brodie,Wicksteed
	Sushil Ninawat	Vikas Patel	East Delivery	Delrepc@apocyork.ca	Ajax,Pickering,Oshawa,Whitby,Local Area East,280 Progress,14th Ave,Scarborough 11,70 Winford,55 Tempo,600&675 Commissioners,Uxbridge.
Delivery	416-347-7162 Delvice@apocyork.ca	Brian Wilson(Supervisor)	West Delivery	Delrepw@apocyork.ca	EDC,Etobicoke B/C,Brampton ,340 Matheson,Mississauga,Milton,Oakville,Campbelllo,Portcredit,66 Ray,500 Oakdale

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

437-335-8215



Hello Members;

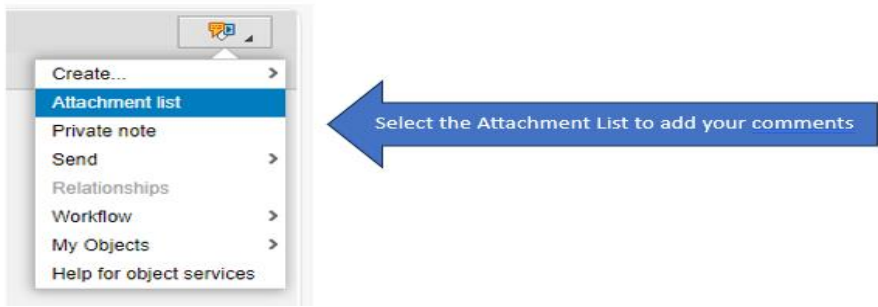
This time every year we are inundated with inquiries about the dissatisfaction of year end appraisals and ratings. Many have indicated that they do not know what their year end rating is or have indicated that no one has met with them. Although it is incumbent on the Corporation to set up your year end discussion, if you have not had one, you need to send them an email to request one. We cannot use the argument that the Corporation hasn't met with you to justify a higher rating without you sending a request to have this discussion as it will likely be asserted that the meeting took place.

If you are unsure what you were rated or what document was uploaded and whether or not your comments were included, please see the steps below to show you how to go online to retrieve it yourself from SAP. If you are not satisfied with your year end rating and would like to challenge it be reach out to your rep and executive VP to review and determine next steps.

It is time for your year end appraisals. You can access and view your current and previous years appraisals on **Intrapost**. Your Superintendent is required to meet with you at midyear to discuss your progress and any gaps you may need to address. They should then meet with you at year end to review your rating and explain the rationale behind it. If you would like to add your own comments, ensure that your Superintendent adds them into your appraisal. Please review your appraisal and reach out to your APOC representative if you have any concerns.



Appraisals where appraisee	Appraiser	Appraisal
Approved		Performance Appraisal Probation
Completed		Performance Appr - APOC 2019 Stretch
Completed		Performance Appr - APOC 2020 Stretch
Completed		Performance Appr - APOC 2021 Stretch
Completed		Performance Appr - APOC 2022 Stretch



Vidya Alvares
Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Dear Sales and Serve members,

APOC would like to congratulate the following sales members of York region on exceeding their sales goals in 2023.

20 ACHIEVEMENT CLUB
23 CLUB RÉUSSITE

TORONTO

Aparajita Raghav	Hitesh Gureja
Darrel Saldanha	Cindy Guzman
Vaughan Zawadzki	Dino Di Venanzo
Vraj Dave	Derek Campbell
Vidya Alvares	Simon Gron
Virginia Cadorin	Anand Malhotra

Today I would like to address something that is gnawing at my mind from the last few days. I have noticed that some of our members have concerns but are very hesitant to bring it to our attention. I would like to assure and reassure you that we are open and ready to listen to all your concerns and offer direction in how the issue can be dealt with. Please remember it is not whining if you reach out to the union for contractual answers, it is not whining if you reach out to give us information and it is certainly not whining if you need or want representation, believe me we want our members to talk to us even if it is just to vent. Please remember communication is key to the strength of our Union.

Most of you have completed your PMP's for 2023, If any of you for any reason do not agree with the rating and have proper documentation to support your claim please communicate with us and we can look into it.



SUNDAY, MARCH 10TH.

Do not forget to advance your clock one hour.

Also, a very good reminder to check all the batteries in your smoke and carbon dioxide detectors. Keep your family safe.

Next General Membership meeting is March 17, 2024 @ 10 am in person at the union office.

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

THE MOST IMPORTANT GOAL OF MY NEWSLETTER IS TO ENCOURAGE MEMBER INTERACTION AND ENGAGEMENT

Stone Blemano
Gateway VP

wlpvice@apocyork.ca

416-459-1871



Gateway West is undergoing continued organizational changes. We successfully consulted with the Corporation on proposed staffing without a major impact. The APOC staffing levels were maintained with minor changes based on operational requirements. City Finals previously at Courtney Park drive have moved to the Kestrel Location. CUPW staff at the VISTA operations will also be moving to Gateway West. APOC have not officially received a 13.6 notice with regards to further staffing changes to Gateway West.

There were a lot of complaints about seniority and bidding rights arising from the 13.6 proposal. Incumbents' rights in article 43 of the collective agreement cannot be overlooked. The APOC collective agreement is not the same as the CUPW collective agreement. These seniority concerns can only be addressed through negotiation in consultation with the Corporation and APOC.

There are rumours circulating about major plant restructure in Gateway. We have all noticed the significant low volumes of mail. APOC have not been notified of any major restructure. Such rumours create fear and anxiety. Please refrain from spreading such rumours.

Members have been asking questions about the third-round annual leave picks for the 2024 and 2025 years. APOC consulted to have a third round pick due to information from previous years. If you interested to get a blocked-out period, you will give up the week(s) in order to get the blocked-out period by seniority during the third-round bid.

The collective agreement will be renewed in 2025. This is the time to bring forward your proposals. The APOC negotiations team have been hosting meetings across the country to be able to gather information on what members want.

The next York Branch general membership meeting is on March 17, 2024. We want to improve on the attendance at the general membership meetings. Bring a member with you. Your interest and presence will be much appreciated.

Nesha Irving
Albert Jackson VP

ajpcvp@apocyork.ca

437-833-9543



Hello all,

Springtime is upon us, and it brings fresh blooms and new beginnings. We have started February with a new director for Albert Jackson, Jennifer Gall, we look forward to working with her and improving the ongoing short comings that we have had to face since the opening of AJPC. Within the first three weeks she has started very positively, All APOC members should have received a development plan email and an email to honestly rate your skillset. This tool will be used to determine what training and coaching is needed for our members to succeed. As always please be honest and have your answers back to her by March 15th.

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 of TCR by the name of Hamid Anisi on shift one.

The pulse check for AJPC began at the end of January into February. I want to say thank you to all who took part and know that you have had a hand in positive change that we will hopefully be seeing soon.

The vacation boards were released on February 4th and have proceeded smoothly. We consulted and we were not in agreement with weeks 35-38 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. This was reflected in the boards.

It is PMP time again, some of us are not please with the rating you received, please note that if you need to speak with me about your ratings, please have your mid year PMP ready, along with your notes and one pager showing what you have done for 2023 and doing your job is not going above and beyond. 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 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 March 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 (one time) 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 SPRING EVERYONE HERE IS TO A GREAT 2024!

Dawn Gayle

Divisional Vice President

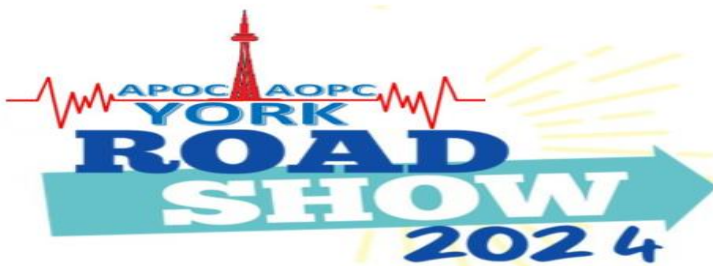
gayle@apoc-aopc.com

416-414-3346



Collective agreement Negotiations:

As many of you are aware, the APOC collective agreement will expire in April of 2025. Part of that process is to get a pulse and mandate from our members on what they would like brought to the bargaining table. Earlier this year, the national negotiation team held several teams' meetings that were available to all members across the country to attend to hear what your thoughts and concerns were in what you would like to see changed in our next collective agreement. Your voices were heard loud and clear and there were many common themes from all branches and areas.



In the coming months, the York Branch executives will be coming out to meet with our members in the plants and larger facilities to hear directly from you and to provide the members an opportunity to get to know us, what we are doing to make things better, as well as providing help to anyone in filling out the form to submit to the negotiation team. This will be done in the months of June and July so that we can ensure that we have enough time to share the submissions at the general membership meeting and meet the timelines established by the national team to have them submitted by the end of August. We will be communicating dates and times of our roadshow in the upcoming months, stay tuned.

Update on SL5 Car Plan Allowance:


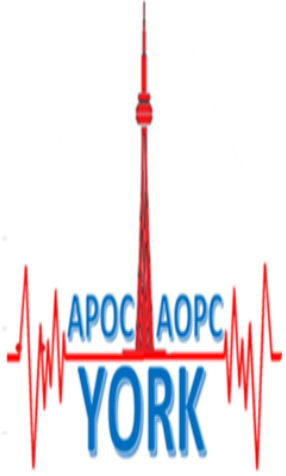


In January of 2024 the Corporation advised the members in Serve that their car allowance was going to be ended as of March 2024 if they had not met their allowance quotas. Members reached out quickly to advise the Association of this communication from the Corporation, and I want to personally thank the members who provided information to me regarding this compensation as well as providing documents from their files in what was listed in their offer letters. These members helped provide the information that was needed to challenge the Corporation on their position which we were successful and reached an agreement through MOA for the car allowance to continue to be paid until the end of this contract and will be brought to the table at the next round of negotiations. This win for the Association shows that when we work together, we are united, which enables us to make better arguments and have greater success. Please don't just accept what you have been told, please come forward and inquire to see what we can do to help and support you.

Next General Membership meeting is March 17th 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 # 2 437-335-8215 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 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	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 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