

Association of Postal Officials of Canada

# York Branch

[www.apocyork.com](http://www.apocyork.com)



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

## September - October 2024 Newsletter

**Next General Membership meeting is September 15th 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 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](mailto:dimeo@apoc-aopc.com)

416-460-4234 or 905-479-5950



Dear Members,

I hope all of you had an enjoyable summer. It's hard to believe September is already here!

Special Thanks to everyone that took the time to make a submission for the negotiations. We received a record- breaking total of 322 submissions. All submissions have been sent to the National Team.

We continue to see NOI's issued to members for time fraud. This is very concerning, and the Corporation treats these very seriously, with this being perceived as major misconduct and could lead to discipline up to and including discharge as it is a breach of trust. This situation highlights a common challenge in managing group 2 employees in router, rover, lca and relief positions and group 1 clerk positions.

Here are some strategies to address this issue and ensure compliance:

1. Clarify Roles and Responsibilities: communicate to router and rover employees that their work hours are not solely task-dependent but also time-bound. Emphasize that completing tasks early does not entitle them to leave without proper authorization.
2. Establish Clear Expectations: Supervisors should reinforce that leaving early is only permissible with prior approval and must be reflected in SAP as personal or vacation time. Employees need to understand the difference between their roles and those of delivery agents.
3. Supervisors ensure that any early departures are documented and appropriately coded in SAP to avoid discrepancies.
4. Regularly remind employees of attendance policies during team meetings. This will reinforce the expectation that work hours are to be adhered to unless otherwise approved.
5. Address non-compliance promptly. If employees leave early without approval and without deducting time, hold them accountable through the disciplinary process.

Taking these steps will help create a more manageable environment for supervisors and ensure employees understand their responsibilities regarding attendance. Don't hesitate to reach out to me or the executives in your area for any questions.

**We will be hosting our annual BBQ at the upcoming general membership meeting on September 15th. Hope to see all of you there.**

**Jimmy Galavodas**  
**Branch Secretary/Treasurer**

[sectrea@apocyork.ca](mailto: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 40 members attended.

Thank you to everybody who participated when the York local Executive Team went on a successful Road Show. We took your questions and submitted them to the Collective Agreement negotiation committee. This was your opportunity to put your questions and comments in formal writing so they can be shared with the negotiation committee. It is very important to use the formal process and put our questions and comments in writing for them to be addressed accordingly. Your abundance of submissions shows how much these issues are a concern and I wish the Negotiation committee a successful Negotiation.

The Auditors completed the mid-year Audit in August and will be presenting at the next meeting.



I look forward to seeing everybody at the next General Membership Meeting on Sunday September 15, 2024, at 10:00am.

**Navin Persaud**

**York Branch Vice President**

**Mail Operations Support VP**

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

**416-347-7165**



As always, summer seemed to fly by quickly and we find ourselves ready to start our last 2 quarters at Canada Post, in preparation for what could be a very different type of Christmas at CPC. I encourage all Team Leads to be very diligent and document every action taken during this time. Use these last two months to help your end of year review and position yourself to finish strong.



To all members that took the time to submit your form for a chance to change our collective agreement, Thank You. Your efforts are greatly appreciated. We also wanted to send a special thank you to our Divisional Vice President for putting in the time in reviewing the submissions and for working closely with our Branch President and executive team in deciding the top 10 recommendations to put forward on behalf of York Branch and its members. The Negotiation Team now has all of York's Recommendations and will be reviewing them in preparation for the fast-approaching negotiations.

As for Operations, we continue to have our monthly consultations for every department.

[Learning and Development](#) will be implemented their new staffing profile on Sept 09, 2024, so far no major concerns, we expect a new equal opportunity list to be provided in the coming days.

[West/East Transportation](#) currently has 2 new openings as a result of Retirement and a vacated position.

WPDH, we have managed to get PCR to post 1 Relief vacated position. we still have ongoing conversations on other positions that the Association believes should be filed, as coverage is still required.

[DSO/DPO](#) no concerns arising from the last consultation. Last position available was filled.

[RMO](#), we have had our consultation, and it was advised that all team leads need to ensure that they are arriving on time to their respective work location, if for some reason they can't make it on time please inform your Superintendent and your area manager.



Our Association is always looking for members to get involved and be part of our team. Please come out to our Next General membership meeting to find out more information on how you can be more active in the Association.

Our next meeting is Sunday September 15th @ 10AM at our union office located at 2750 14<sup>th</sup> Ave, unit G-14. It's our yearly BBQ and an opportunity for you to connect with our team come and join us.

Sushil Ninawat

Delivery East VP

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

416-347-7162



Hello all

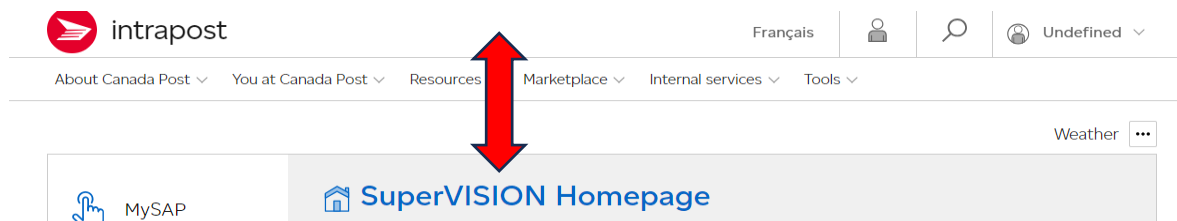
Hope everyone had a great summer, fall is around the corner, get the best of it!

**Staffing, overtime, Equal ops:** During the Road show, it was heard loud and clear that members are stressed because of staffing issues, overtime not distributed, and equal ops is not maintained. As of today, I have filed 4 Staffing Grievances and had a one on one with PC&R to address the issue. A Special meeting was organized at union hall with the delivery reps and executive to discuss and create a guideline process of how overtime should be distributed and how equal ops should be maintained. Soon this document will be rolled out to all directorships for implementation.

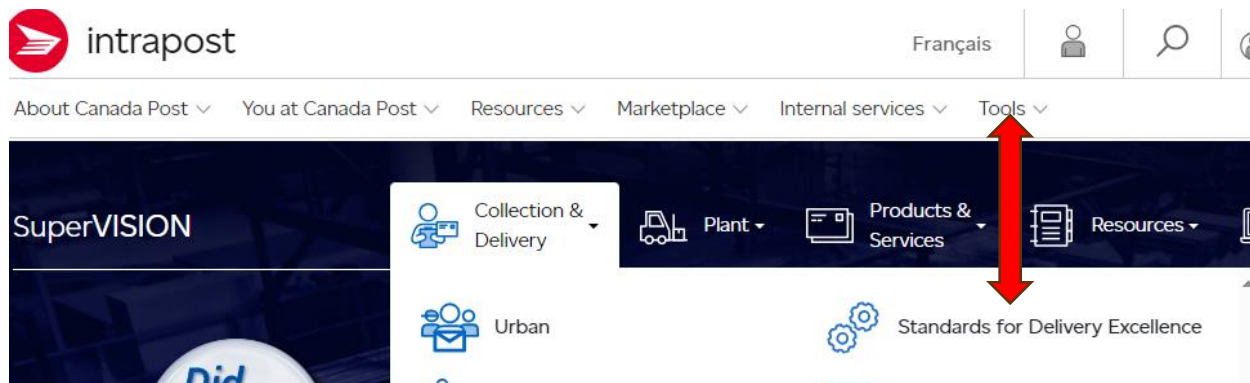
**SSD:** Because there is no Defined established process for SSD, Supervisors are challenged with issues like mail brought back, managing employees, and team leaders are directed to follow different practices in different areas which creates annoyances among Team leaders. To address this issue, we invited SSD project lead in our monthly Delivery Consultation which happened on August 13<sup>th</sup> 2024. The project lead has promised us that she will escalate all these concerns.

**SDE:** Probably all of us are aware of NDM is transited towards SDE(Standards of delivery excellence ) to Log in please follow steps below.

### 1-Log into Intrapost



### 2- Supervision Homepage



### 3-Collection and Delivery to Standards for delivery excellence

Select your role Staffing, Wave, EOD supervisor to access the daily/Weekly tasks.

# Standards for Delivery Excellence (SDE)

Standards for Delivery Excellence (SDE), is a framework that helps you plan, manage and organize your time. It lists activities to perform according to established processes and expectations and serves as a blueprint for how to do your job well.

Select below your position to find daily, weekly and monthly activities required for your role. Note that this is not an exhaustive but contains the main priorities/tasks by role.

I have also approached Manager National Collection and delivery Support to organized an introductory sessions for team leaders.

There will be three sessions in September.

Please attend one of these sessions to make yourself familiar.

**4- Mid Year Discussions:** If needed please request for APOC representation, to get in touch with your rep please see the contact info below.

		Steve Thomas	Central Delivery	<a href="mailto:Delregc@apocnyork.ca">Delregc@apocnyork.ca</a>	Local Area West, Alliston, Aurora, New Market, East Gwillimbury, Thornhill, Richmond Hill, Creditstone, 31 Brodie, Wicksteed
	Sushil Ninawat	Vikas Patel	East Delivery	<a href="mailto:Delrepe@apocnyork.ca">Delrepe@apocnyork.ca</a>	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 <a href="mailto:Delvice@apocnyork.ca">Delvice@apocnyork.ca</a>	Brian Wilson (Supervisor)	West Delivery	<a href="mailto:Delrepw@apocnyork.ca">Delrepw@apocnyork.ca</a>	EDC, Etobicoke B/C, Brampton, 340 Matheson, Mississauga, Milton, Oakville, Cambridge, Port Credit, 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](mailto:slppvp@apocyork.ca)

437-335-8215



Dear SCLPP Colleagues,

As summer comes to a close, I hope everyone had the chance to enjoy the weather.

We're still waiting for the Corporation to share the findings of the recent South Central pulse check, and we expect to hear more in the coming weeks.



**STOP.**

**THINK.**

**ACT.**

In the meantime, I want to remind everyone about the importance of safety. Please remain aware of your surroundings, especially when walking near MMHE equipment. Accidents can happen in a split second, and staying mindful of the risks is key to maintaining a safe environment. Let's stay vigilant and look out for one another.

**Be Safe. Be Smart. Be Seen.**  
**MAKE SURE DRIVERS CAN SEE YOU.**



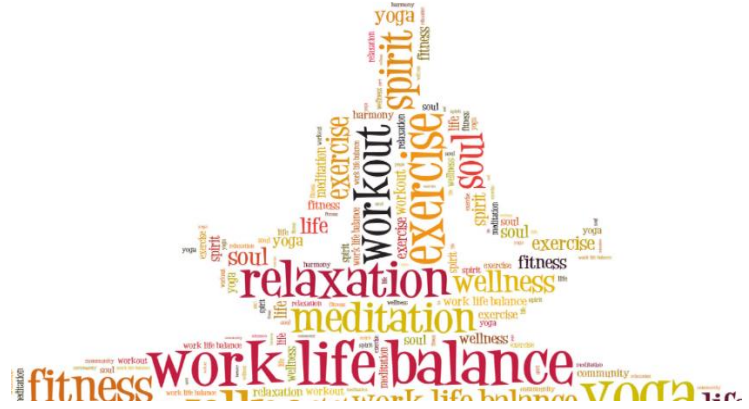
We have been receiving several inquiries regarding transfers and potential errors in the system. If you have a transfer currently in process and believe you may have been bypassed, please contact me immediately to resolve the issue. When filling out the transfer form be sure to save the email for future reference. Reminder: Your transfer request will expire after one year.



**Vidya Alvares**  
**Sales and Serve VP**

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

416-347-7146

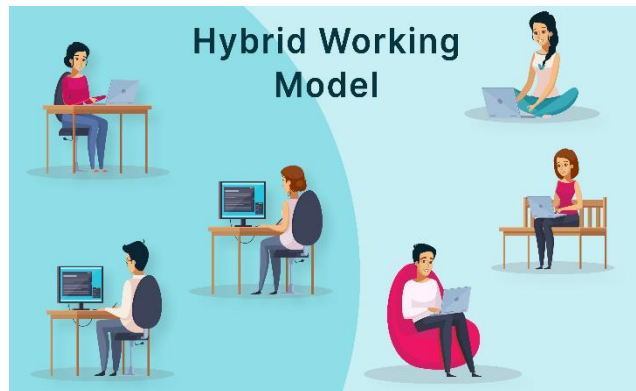


Dear Sales & Serve members,

Negotiations aren't a one person show, you need the whole team to chip in and I must say the Sales and Serve team came in strong with a lot of submissions which emphasized your trust and confidence in your Union leadership; thank you for that.

*These negotiations are crucial for our future. "I'm optimistic about the changes we're fighting for,"*

We will continue to roll out more info when acquired with regards to the negotiation dates and details. My expectation from you is that we will see greater member involvement in the Union and therein better outcome all around. More engagement means more strength when it comes to bargaining and defending our members, it also means more growth, and with that, even more strength.



On another subject we are all aware that we will be starting hybrid work from Oct 15. I know that this is a hard pill to digest after working from home for the last 4 years. At the office being chained to your desk for the 8 hours may just be tiresome and unhealthy, so don't stop yourself from taking those well-deserved breaks, and put up boundaries so that you can still have space and privacy in the office.

As human beings we are adaptable creatures, in no time it'll be our new normal. Please don't hesitate to reach out to me if there are any concerns or if it is jeopardizing your work life balance.

This is for all those individuals who have moved residence further away from their home office, please reach out to your managers (if you have not done so already) to explain your situation so that they will be able to find an alternate location for you to work from. I have broached this subject with Kevin Gordon at our last consultation and he has agreed to consider this option, if/where possible.

Mark your calendars! Our annual lunch is set for September 15th, after our general membership meeting at our Union office starting @10am the address is

**2750 14th Ave G-14, Markham, ON L3R 0B6**

We've lined up an exciting day for you to meet with the York Executive committee and your fellow members over a hot sumptuous lunch



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

[wlpvice@apocnyork.ca](mailto:wlpvice@apocnyork.ca)

416-459-1871



Members at Gateway,

The APOC Branch Representatives in Gateway have almost completed the two-year term ending December 31, 2024. The APOC York Branch will hold elections in January 2025 for a two-year term from January 2025 to December 2027. Based on the APOC York Branch constitution, you must attend a minimum of two meetings in the last 12 months to be eligible to run for the Branch Representative position. Recruiting new APOC representatives in Gateway has been a challenge. It is crucial that you attend the September 2024 and November 2024 General Membership meetings to be eligible if you are interested to become a Branch Representative. I want to assure you that the APOC York Branch will give you adequate training and support to perform your role. I encourage you to be actively involved. You can make a difference.



The York Branch is pleased to highlight a very significant win for our members. After many years of persistent push, in collaboration with Gateway Management, we have been able to successfully resolve a major safety concern with our members at Gateway West. Supervisors in Mech Oversize no longer have to finish work at 11:30pm on Friday shift 3 and return to work on shift 2 at 7:30am.



The APOC York Branch Executives have completed our submissions after the APOC Road Show to the APOC National negotiations team. We thank you for your submissions and your co-operation. We are excited about our submissions and looking forward for the negotiation team to act on our requests.

Gateway is constantly undergoing APOC staffing changes. APOC anticipated that with VISTA closing down, the corporation needed to add more staff to Gateway West. The Corporation refused our proposal to provide adequate APOC staffing in some during the 13.6 consultation. The effects on production, excessive inventory and, calling in casual employees to supplement are obvious. We hope to resolve these issues in the near future.



The next York Branch General Membership meeting is on Sunday September 15, 2024. We will also be hosting our SUMMER BARBEQUE at this general membership meeting. We look forward to meeting you. Car pull and bring your colleagues.



**Nesha Irving**  
**Albert Jackson VP**

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

437-833-9543



Hello all,

As summer comes to an end, I am hoping that everyone got a chance to get out and enjoy the sunshine. Come join us on September 15<sup>th</sup>, 2024, as we hold our annual barbeque after our general membership. Join and meet some of your peers.

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 APOC lunchroom is now downstairs where the manager's office used to be located so you can have somewhere private to eat lunch. The gym is also located on the ground floor for all AJPC members and the cost \$30 per year. To join up there is a QR code to scan on the door, fill out the form and place the cheque in the box by the gym door.



Here at Albert Jackson Processing Centre the business objective for our members is HEALTH and SAFETY, you all have heard from your team leads that three safety events must be done this year as part of your PMP to Meet all expectations. Please try to have these done before peak because when we get busy it will take a lot more to fit it into our already busy schedules. Our director is very passionate about Health and Safety and without the completion of these events you will be where you need to be at the end of year on your PMPs.



There was a change in the staffing process of the developmental bubble. This was communicated when it happened to the developmental, but I am placing it here so as a refresher because I am getting this question on a regular basis.

Change in Developmental Bubble MOA:

The Corporation and Association met to make changes to the developmental bubble process and created a national MOA so that ALL divisions across the country will be staffed the same. This new MOA came into effect and is now being followed in the GTA. These changes were made to ensure that ALL members had the same opportunities to transfer, promote, and move positions within and outside of their areas. Part timers will now be offered full time positions for promotion before a developmental supervisor is offered or placed into a position by FIFO. I have highlighted the changes below: Developmental supervisors will be included in the OP1 staffing steps 1 and 2 (clauses 43.13 and 43.14) upon meeting the criteria of clause 43.12 including sub-clauses 43.12.4(one (1) year in the case of bidding) and 43.12.5 (two (2) years in the case of transfer) of the collective agreement. *The date of hire as a developmental supervisor will be used and not the date of their first assignment.*

The OP1 staffing steps in clause 43.11 of the CA will be changed from 7 staffing steps to 9 steps with the developmental supervisors being offered a vacant position at step 7 and forced placement at step 8:

Clause 43.13 - Step One: Bidding;

Clause 43.14 - Step Two: Transfer within the Zone (which includes Office);

Clause 43.15 - Step Three: OP Priority List;

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

Clause 43.17 - Step Five: Transfer from outside the Zone;

Clause 43.18.1 - Step Six: SL to OP1 Without Competition;

New - Step Seven: Canvass developmental supervisors by First In, First Out (FIFO) by shifts, directorship, or office as established;

New - Step Eight: Forced – placement by FIFO of developmental supervisors by shifts, directorship, or office as established;

Clause 43.18.2 - Step Nine (formerly Step 7): Competition/Other Means.

*For greater clarity, in the assignment of developmental supervisors to vacant positions they will be offered by FIFO to the developmental supervisors at the new step 7 and if no one accepts the position then the developmental supervisors will be forced into the vacant position at step 8 by FIFO.*

In lieu of article 44 of the collective agreement, the Corporation may resolve a surplus of developmental supervisors by FIFO in accordance with the following: Developmental supervisors identified as surplus will first be resolved by offering them a position in another developmental supervisor list in the office, then zone. If they are still unresolved, they will then be placed on the priority list as per clauses 44.5 and 43.4 of the collective agreement and offered a position within the office, then zone.



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 **September 15<sup>th</sup> 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.



**Dawn Gayle**

**Divisional Vice President**

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

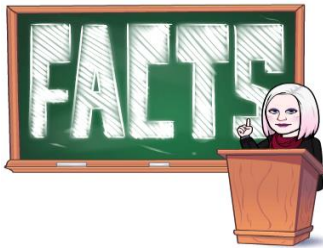
416-414-3346



### **Negotiations for APOC:**

The APOC executive went out across the GTA on the roadshow over the months of May, June, and July, which was a great success. During the roadshow we asked all our members to send in submissions for the upcoming round of negotiations as our contract expires in March of 2025. I am pleased to announce that we received a total of 322 submissions! This is amazing and I can't thank you all enough for sending your submissions in and having your voices heard. The executive team have reviewed all of the submissions, categorized them, and submitted them to the national negotiation team before the deadline of August 30<sup>th</sup>. The negotiation team has their work cut out for them; more information will follow, once we give notice to the Corporation which will happen before the end of the year.

### **Dispelling Rumors of Layoffs during a Labour Disruption:**



I have had a lot of members reach out stating that they are hearing from the floor that Canada Post will be laying off APOC members if there is a labour disruption. There is no truth to these rumours, and this has never happened in the past as there are plenty of activities to keep APOC members active in the workplace, such as training, route updates, clean up and organizing, securing the buildings, and managing the day-to-day activities. We will keep you updated as soon as more information is shared.

### **Becoming An APOC Rep:**

We have had a lot of new members join us at the General Membership meetings which has been great to see. Coming to the meetings gives you the ability to become an APOC Rep and be more active within the Association. To become a Rep, you must have attended a minimum of 2 general membership meetings in the 12 months preceding the nominations (see York Branch constitution article 14.5 below):

14.5 Nominations for elections of Branch Representatives shall be held in January of each year and they shall hold office for two (2) years. To be eligible a member must be in good standing and must have attended a minimum of two (2) General Membership Meetings in the twelve (12) months preceding nominations. Branch Representatives must work in the office they represent and shall be nominated and elected by the membership of their respective office.



The Rep positions are up for election in January 2025 which means that if you have interest in becoming a rep then you must attend, at minimum, the General membership meeting on September 15<sup>th</sup> and November 17<sup>th</sup> to be eligible to run for a position in your office. All eligible employees will be notified at the General Membership meeting held on January 19<sup>th</sup> and they will be asked if they are interested in being a rep in their office. If there is only one eligible candidate, the member will be acclaimed to the position. If there are multiple members interested, then an election/vote will be held in their office/shift for the members to decide who they want their rep to be, and it will be announced as soon as the ballots are tabulated. If there are no eligible members interested, then an email will be sent to the office/shift to canvass interest. If multiple members are interested, then an election/vote will be held in their office/shift for the member to decide. If there is only one member interested, they will be appointed. Once the positions are filled, as per the steps above, the member will hold the rep position for 2 years until January 2027, provided they remain in that office.

**Next General Membership meeting is September 15<sup>th</sup> 2024 in person at the union office**

We need your personal email addresses to be able to communicate with you as we cannot use the corporate email addresses. Please scan this QR code, if you haven't already, during our roadshow, and provide us with your personal email. Please share this with any of your APOC colleagues:


## Scan to Participate

### APOC



<b>Divisional Vice President</b>	<b>Dawn-Marie Gayle</b>	National / Regional Representative	416-414-3346	<a href="mailto:gayle@apoc-aopc.com">gayle@apoc-aopc.com</a>
<b>York Branch President</b>	<b>Jennifer DiMeo</b>	GTA York Branch Representative	416-460-4234	<a href="mailto:dimeo@apoc-aopc.com">dimeo@apoc-aopc.com</a>
<b>Secretary Treasurer</b>	<b>Jimmy Galavodas</b>	GTA York Branch Representative	416-557-8314	<a href="mailto:sectrea@apocyork.ca">sectrea@apocyork.ca</a>

## York Branch Reps Contact List

Facility	Executive VP	Union Reps	Shift/Area	Email Address	Stations	
South Central Plant	Debra Hunter SLPP shift # 2 416- slppvp@apocyork.ca	Adam Charette	Shift # 1	<a href="mailto:slpprep1@apocyork.ca">slpprep1@apocyork.ca</a>	  	
		Debra Hunter	Shift # 2	<a href="mailto:slpprep2@apocyork.ca">slpprep2@apocyork.ca</a>		
		Christian Sirove	Shift # 3	<a href="mailto:slppvice@apocyork.ca">slppvice@apocyork.ca</a>		
Gateway Plant	Stone Blemano WLPP shift # 2 416-459-1871 wlppvice@apocyork.ca	Alwi Mohamed	Shift # 1	<a href="mailto:wlpprep1@apocyork.ca">wlpprep1@apocyork.ca</a>		
		Sangeeta Dinshaw	Shift # 2	<a href="mailto:wlpprep2@apocyork.ca">wlpprep2@apocyork.ca</a>		
		Dharmika Wanasundera	Shift # 3	<a href="mailto:wlpprep3@apocyork.ca">wlpprep3@apocyork.ca</a>		
Albert Jackson Plant	Nesha Irving OEPC shift # 2 437-833-9543 ajpcvp@apocyork.ca	Laurel Tetley	Shift # 1	<a href="mailto:ajpcprep1@apocyork.ca">ajpcprep1@apocyork.ca</a>		
		Nesha Irving	Shift # 2	<a href="mailto:ajpcvp@apocyork.ca">ajpcvp@apocyork.ca</a>		
		Saarah Quamina	Shift # 3	<a href="mailto:ajpcprep3@apocyork.ca">ajpcprep3@apocyork.ca</a>		
Sales and Serve	Vidya Alvares Sales & Serve 416-347-7146 salesvice@apocyork.ca	Chris Dabreo	sales/serve	<a href="mailto:servrep@apocyork.ca">servrep@apocyork.ca</a>		
MOS, Training, Trans	Navin Persaud Training, Mail Operations Support, Transportation 416-347-7165 thmvice@apocyork.ca	Thevan Huynh	WPDH & Trans	<a href="mailto:wpdhtrans@apocyork.ca">wpdhtrans@apocyork.ca</a>		
		(Reza) Mohammad Hajarian	Training	<a href="mailto:trainingrep@apocyork.ca">trainingrep@apocyork.ca</a>		
		vacant	RMO	<a href="mailto:mosrep@apocyork.ca">mosrep@apocyork.ca</a>		
Delivery	Sushil Ninawat Delivery 416-347-7162 delvice@apocyork.ca	Vikas Patel	East Delivery	<a href="mailto:delrepe@apocyork.ca">delrepe@apocyork.ca</a>		Ajax, Pickering, Oshawa, Whitby, Local Area East, 280 Progress, 14th Ave, Scar Depot 11, 70 Wynford, 55 Tempo, 600 & 675 Commissioners
		Steve Thomas	Central Delivery	<a href="mailto:delrepc@apocyork.ca">delrepc@apocyork.ca</a>		Aurora/New Market, East Gwillimbury, Thornhill, Richmond Hill, Creditstone, 31 Brodie, Wicksteed
		Brian Wilson (supervisor)	West Delivery	<a href="mailto:delrepw@apocyork.ca">delrepw@apocyork.ca</a>	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 <b>YORK</b>		Employee ID <b>123456</b>
Applicants name Family Name: <b>DOE</b> Given Names: <b>JOHN</b>		SIN <b>000-111-222</b>
Address No: <b>123</b> Street: <b>ZERO STREET</b>		Date of Birth YY90 MM01 DD01
City: <b>TORONTO</b>	Province: <b>ON</b>	Postal Code: <b>A1A 2B2</b>
Place of Employment <b>GATEWAY</b>	Division <b>PACKETS</b>	Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
		Appointment Date <b>20 01 01</b> YY MM DD

I wish to become a member of the Association of the Postal Officials of Canada and I authorize the Association to represent me as my official bargaining agent under the Canada Labour Code in all matters pertaining to my relationship with my Employer. I hereby agree to abide and to be bound by the provisions of the Constitution of the Association of Postal Officials of Canada.

I hereby certify that I have paid this day my entrance fee for membership in the Association of Postal Officials of Canada the sum of \$ 5.00 dollars.

Name of Beneficiary Family Name: <b>DOE</b> Given Names: <b>JANE</b>		Marital Status <input checked="" type="checkbox"/> Married <input type="checkbox"/> Single <input type="checkbox"/> Other
Relationship of Beneficiary <b>WIFE</b>		OR MY ESTATE <input type="checkbox"/>

I hereby certify that the above information is correct and I reserve the right to change the beneficiary subject to any legal requirement.

IRREVOCABLE  REVOCABLE

J. Doe Member's Signature 20/03/01 Date

Members can apply for additional insurance coverage which is subject to medical evidence of health and payment of premiums by deductions or otherwise through APOC.

I wish to apply for optional insurance: No  Yes  Amount \$ 50,000 (unit of \$10,000 max \$90,000)

J. Doe Applicant Signature 20/03/01 Date J. Doe Witness Signature 20/03/01 Date