

Association of Postal Officials of Canada

York Branch

www.apocyork.com



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

May - June 2025 Newsletter

Next General Membership meeting is May 25th, 2025, 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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12	13	14	15	16	17	18
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26	27	28	29	30	31	

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July						
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November						
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23	24	25	26	27	28	29
30						



Jennifer DiMeo

Branch President

dimeo@apoc-aopc.com

416-460-4234



I would like to take a moment to address some of the concerns that have been raised recently and provide clarity on a few important topics.

Strike Readiness & Layoff Concerns

We understand that these are very **challenging times** for everyone, with the uncertainty of a pending strike, positions being deleted, and the impact that may have on you and your families. Please know that your National APOC team has been actively engaged in discussions with the Corporation. At this time, **there are no talks of layoffs for APOC members.**

We recognize how important job security is, and we are committed to keeping you informed of any developments as they arise.



? Developmental Supervisors & Bidding on Vacancies

Many of you have reached out with questions about why developmental supervisors are eligible to bid on vacant positions. Here's some clarification:

- Developmental supervisors are **hired into APOC as full-time indeterminate employees.**
- After completing **one year in their developmental role**, they become eligible to bid on vacancies **within their office**, just like any other indeterminate member.

We understand this may be frustrating, especially for those who have been waiting on transfers. Please know that we are advocating for fair and transparent processes for all members.

Transfers & Surplus Members

We are aware that many of you have submitted transfer requests to join other offices. At the same time, we currently have several members who have been placed on the priority list as the position they held has been delimited. We are actively working with the Corporation to identify and secure positions for these members as a priority.



Welcome Spring & Take Time for You

As we welcome the spring and enjoy the return of **nicer weather**, we encourage you to take advantage of the **warmer temperatures and upcoming summer months.** Whether it's spending time with family, going for a walk, or enjoying outdoor activities, these moments can help reduce stress and bring balance during uncertain times.

We're Here for You

We encourage you to reach out if you have any questions or concerns and we will continue to advocate on your behalf every step of the way.

We are here to support you



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 45 members attended.



On March 31, 2025, Our Collective Agreement expired. We have been notified that our Bargaining Team will not be negotiating with Canada Post until after CUPW reaches an agreement. Below is the statement from APOC National Office:

As has been released by the company today, Canada Post and the Association of Postal Officials of Canada (APOC) have agreed to defer negotiations on a new collective agreement until March 1, 2026.

The agreement to suspend talks includes a five-per-cent pay increase for APOC-represented employees and an update to the 2024 dental fee guide, both effective April 1, 2025 (pay increase reflected on April 24 pay statement). The two parties agreed that the existing collective agreement, which expires on March 31, 2025, will continue to apply.



As all of you are aware, the Industrial Inquiry Commission has been conducting hearings to review the collective bargaining dispute with the Canadian Union of Postal Workers (CUPW), as well as the company's broader financial situation and competitiveness. While this inquiry is ongoing, the Association feels it is in our best interest to delay negotiations until a determination is made by the commission so that we may review the findings and negotiate with this new information to provide the best results and collective agreement for our members to secure and strengthen our position within the company.



Thank you!



I want to thank the Auditors for presenting the 2024 Year-end Financial Audit at the General Membership Meeting.

I look forward to seeing everybody at the next General Membership Meeting on Sunday May 25, 2025, at 10:00am.

see you there!

Navin Persaud

York Branch Vice President

Mail Operations Support VP

thmvice@apocyork.ca

416-347-716



SUMMER
IS
COMING



As we look forward to better weather, we continue to enjoy the Spring season!



As many of you are already aware, the corporation has begun the process of delimiting supervisor and superintendent positions from Learning and Development as well as the West Parcel Delivery Hub (WPDH).

The Association has been involved in every step leading to the completion of this Memorandum of Agreement (MOA). It is never easy to carry out such transitions; especially when it means relocating our members to other areas within the Corporation. We understand how challenging this can be, and we sincerely thank you for your patience and understanding.

As we approached the end of April and the beginning of May, we had to find new placements for Seven OP1 positions from WPDH and One OP3, in addition, we've had to relocate Six OP1 and Two OP2 positions in Learning and Development. We have ongoing discussions with the corporation to fill these Team Lead positions at various depots and plants. This process takes time, as we must adhere to our collective agreement and the procedures outlined in the MOA.

We appreciate
your patience
IN THIS MATTER ♥

We understand that not everyone will receive their preferred shift or schedule. However, all members have the right to be recalled to their original department and to submit transfer requests throughout this process.

This may be just the beginning, as more departments could face similar restructuring efforts as the corporation looks to reduce costs and operate more efficiently. With the uncertainty of a (CUPW) strike, we may see further changes ahead.

Our Commitment

The Association remains committed to doing everything possible to support all our members. We can only be as effective as the information you share with us, so please keep us informed about what's happening in your departments. Don't wait until an issue arises—reach out proactively to any member of APOC for assistance.

DSO, DMO and RSO continues to be status quote as there is no movement in that department as of present. East Trans continues with some concerns about staffing, and we are engaging with the corporation to come up with some solutions, more to come.

Our next General Membership Meeting will take place on May 25, 2025, at 10:00 AM. Join us at: 2750 14th Ave, Unit G-14, Markham, ON. *Hope to see you all there.*

Sushil Ninawat

Delivery East VP

delvice@apocyork.ca

416-347-7162



Summer is on its way:

Summer presents various challenges, including heat-related illnesses, mental health concerns, and difficulties with work and childcare, particularly during school breaks. It's also a time when maintaining routines and prioritizing wellbeing can be tricky, as well as when dealing with potential boredom or feeling overwhelmed by the season.

First of all, I want to thank all of the reps in Delivery for doing a wonderful job during my 4 weeks' vacation last month, special thanks to Vikas Patel for filling in as Acting VP, and sorry if I missed any calls.

Interviews: This Year until now we have attended approximately 20 interviews, 15 were dropped to informal, 2 grievances were filled, and 3 letters were filed on personal files.

Conclusions from the interviews:

- Please do not record any meetings or interviews, this is against Corporation's policies.
- IA logs must be completed in a timely manner
- Time entries ASAP
- Adhere to your scheduled shift
- Complete SDE activities
- Wear Corporate Uniform and maintain hygiene



Year End Discussion with team leader:

This year I have received 3 concerns related to ratings, 2 are still under review and one grievance was filed. Just for everyone's information, to challenge the rating one must convince the Director with supporting documentation.

This year the Corporation is having a very strategic approach, and I encourage all of you to be proactive with your approach. We are being measured on Experience Transformation, eLearning, on time date entry, 2 KPI'S and much more. Completion of Mandatory courses, team leaders are having Quarterly discussions with members, and I strongly recommend saving your PMP document on your computer and keep adding the things you do above and beyond throughout the year.

Overtime and staffing shortages:

**STAFFING
SHORTAGES**

It was brought to my attention, if one of the supervisors calls in Team leaders are asked to work without overtime, if that is the case at your depot, please follow the steps outlined in the letter by the DVP that was sent to your personal email addresses and in her newsletter submission below.

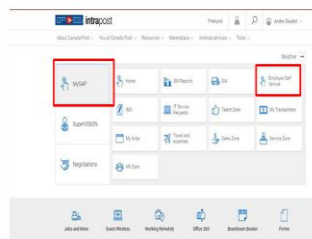
Confirmations of Employment:

Some members were inquiring about how to pull Confirmation of employment, please see detailed job aid below

Step 1: Click on My SAP and Employee Self Service Tab. Step 2: Click on the Personal Information

Confirmation of Employment

Step 1: Click on MySAP and Employee Self Service Tab.



Confirmation of Employment

Step 2: Click on the Personal Information header or Personal Information icon.

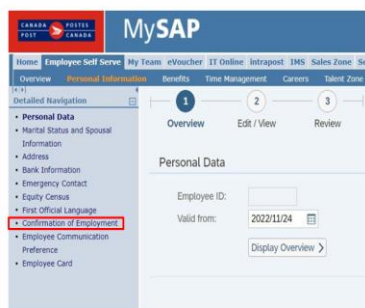


3

Step 3 Click on the Confirmation of Employment

Confirmation of Employment

Step 3: Click on the Confirmation of Employment link in the Detailed Navigation bar.



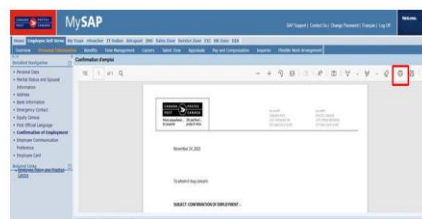
Step 4: Click on the printer icon to print

Confirmation of Employment

Step 4: Click on the printer icon to print the Confirmation of Employment letter.

If no further actions are required, click the Log Off button to exit My SAP.

If you have a question about this tool, please call AccessHR at 1-877-807-9090. If you are experiencing a technical issue, please call Canada Post Help Desk at 1-877-411-8585.



APOC Negotiations Update (National Office Communication)



Canada Post and the Association of Postal Officials of Canada (APOC) have agreed to defer negotiations on a new collective agreement until March 1, 2026.

The agreement to suspend talks includes a five-per-cent pay increase for APOC-represented employees and an update to the 2024 dental fee guide, both effective April 1, 2025 (pay increase reflected on April 24 pay statement). The two parties agreed that the existing collective agreement, which expires on March 31, 2025, will continue to apply.

5%

As all of you are aware, the Industrial Inquiry Commission has been conducting hearings to review the collective bargaining dispute with the Canadian Union of Postal Workers (CUPW), as well as the company's broader financial situation and competitiveness. While this inquiry is ongoing, the Association feels it is in our best interest to delay negotiations until a determination is made by the commission so that we may review the findings and negotiate with this new information to provide the best results and collective agreement for our members to secure and strengthen our position within the company.

We want to thank you, the members, for your ongoing support and feedback for these current negotiations as we continue to work through these uncertain times to forge a secure future for the Association and Canada Post.



Debra Hunter

SLPP VP

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437-335-8215



Leading with
Integrity

How to lead with your head held high!

Serving with Pride. Leading with Integrity.



✦ APOC Non-Overtime: Clarity & Action

Due to CPC's financial constraints and uncertainty surrounding the CUPW ESDC ruling (expiring May 22), APOC members are **not being offered overtime**. The Corporation is only backfilling *critical* absences. As per our collective agreement (Letter #6 & Clause 43.54), CPC must provide relief for known absences, but this is based on operational needs.

➡ Superintendents are not required to backfill OP1 roles.

➡ If there are multiple absences, **only priority tasks get covered**. Other work can be deferred to the next day.

When we look at the Corporation's obligation to backfill positions and/or offer equal opportunity to cover absences, the wording in our collective agreement does not work in our favour. The language gives the Corporation the ability to determine if it is required based on operational requirements. We recently took the Corporation to arbitration for overtime not being offered when positions weren't being covered, and we lost. **In order to be successful, we would have to prove that the supervisor worked greater than 8 hrs the following day and requested overtime to be paid and was denied, or that something happened during the shift where overtime was not offered that detrimentally impacted the operation that only a supervisor could have fixed/prevented.**

It is CRUCIAL that team leaders TAKE their LUNCH and BREAKS as their health and safety as well as their mental well being is reliant on it. This is what we CAN control.

- Assess if it's possible to complete all tasks within 8 hours.
- If not, request written **PRIORITIZATION**.
- If denied OT, notify your manager what won't be done.
- **Do not work beyond 8 hrs without approval.**

🧠 Mental Health & Suicide Awareness

Your well-being and the well-being of our employees comes first.

- **Take your full lunch and breaks.**
- **Document your day and workload.**

Report any **bullying or pressure** to your APOC representative

☎ **9-8-8: National Suicide Prevention Line**

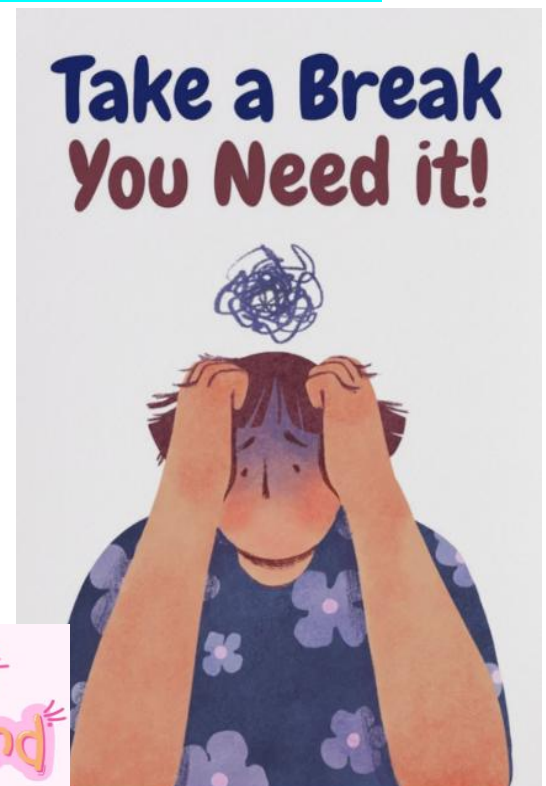
☎ **EFAP: 1-866-565-4903**

☎ **911** if there is an immediate risk

You're never alone — reach out.

take care
of your mind

**Take a Break
You Need it!**





💰 Union Dues Increase (Effective May 1, 2025)

Starting May 1, dues increase to
\$93/month = \$47.50 per pay (biweekly)

This supports negotiations, legal advocacy,
and member services.

🗳️ Shift #1 – APOC Election



HAVE A VOICE IN YOUR FUTURE

APOC
Shift # 1
Rep
Needed



HELP THE UNION DO IT'S WORK

We will hold an election to select a new **Shift #1 APOC Representative**. Dates and details to follow.
Participate and make your voice count!



Questions? Need help?

Contact your local APOC rep, Executive VP, or President.

Vidya Alvares
Sales and Serve VP

salesvice@apocyork.ca

416-347-7146



Hello everyone, and welcome to our second newsletter for 2025!

As we face the possibility of a strike, I want to take a moment to acknowledge the uncertainty and stress that many of us may be feeling. It's natural to have concerns about what lies ahead, but I want to assure you that we are in this together.



Please take care of yourselves and each other. Lean on your fellow members, share your thoughts, and don't hesitate to reach out if you need support. We will navigate this period with the same determination and solidarity that has always defined us.

Thanks to the diligent efforts of our Association leadership, who successfully negotiated a salary increase for all APOC members. This achievement is a testament to the power of collective bargaining and the commitment of our Association to advocate for fair compensation until negotiations commence in 2026.



Over the past few weeks, we have experienced significant changes with the introduction of new systems like CRT and XT. These transitions have undoubtedly created additional pressure on our sales and service members, especially as we face reluctance from clients to meet with us due to the possibility of a strike. Please don't hesitate to reach out to me share your feedback so that I can discuss this with Kevin Gordon and Rick Kennedy during our Consultation on May 16th.



Reviewing the collective agreement during these times can be very beneficial. It will help you understand the various benefits you're entitled to and how to avail them when needed. If you have any specific questions or need help with certain sections, feel free to ask!

So much around us seems to be changing and not always for the better, as Union members we tend to have it better than the most, as we have the protection of our collective agreement and union representatives. It's crucial that we stay connected and informed, I believe it will be a great opportunity for our sales and serve team to hear from our counterparts in operations during the upcoming general membership meeting, these meetings will provide a platform for all to share experiences and insights on our current business situation.



Join us at our next General Membership meeting on May 25, 2025, in person at the union office at 10 am:

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

Our goals have not changed, neither has our resolve. Remember to stay connected.

Stone Blemano
Gateway VP

wlppvice@apocyork.ca

416-459-1871

Members at Gateway,



A very big applaud to our APOC negotiating team for reaching a one-year collective agreement with Canada post. We now know we have a collective agreement and can breathe easy for the next year while we wait for CUPW to finalize the collective agreement with Canada Post. This strategic move will enable APOC to negotiate after CUPW has an agreement. This gives the APOC negotiating team a good leverage at the negotiating table.



The uncertainty of the unsettled labour dispute Canada Post and CUPW is currently the biggest concern for APOC members. There are a lot of questions from the membership that we have no answers for. However, our members with less than 10 years employment service remain fearful. Unfortunately, our members find it difficult to believe when we tell them we have no updates about the ongoing negotiations. In Gateway we can all see the evidence of the low mail volumes. We remain hopeful that both parties will come to a reasonable agreement.



We are also faced with a new phenomenon about operating lean in the plants across the country. While we acknowledge that the mail volumes are low, we also have to deal with the reality of APOC staffing shortage. We have a lot of members that are not at work due to various reasons. The stress levels due to APOC staffing shortage are significant. Canada Post would like to cut its cost by reducing APOC overtime. The Divisional Vice President, Dwan Marie-Gayle, sent an email that gives you a guideline on ways to deal with situations when you do not have adequate APOC coverage, which she has included in her submission below. Most members feel while they will do their best to run lean, it is so obvious that it is nearly impossible in some situations to operate effectively without adequate APOC coverage. APOC is not advocating work refusal. Cooler heads must prevail under such circumstances. Lack of adequate APOC staffing is going to create a lot of conflicts between Superintendents and Supervisors. We need to work together and escalate our concerns to our Managers and Directors to avoid creating animosities between members.



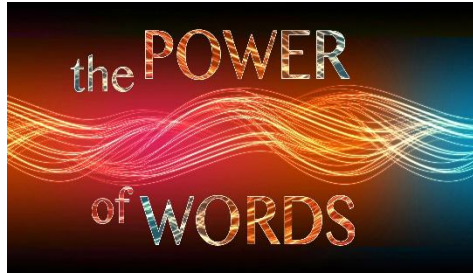
Please do not hesitate to notify your APOC Representatives on shift about your concerns. APOC would like to be actively involved when you are dealing with situations that requires APOC assistance. It is more effective when your concerns are dealt with sooner than late. There are timelines associated with some complaints, and we are not able to get the opportunity to file grievances on your behalf if it is reported late.

The next York Branch general membership meeting is on May 25, 2025. Do your best to carpool and bring your colleagues along with you. This is an opportunity to network with other members from different areas.

Nesha Irving
Albert Jackson VP

ajpcvp@apocyork.ca

437-833-9543



"Invest in your words daily. There is power in a word spoken out loud." These words are spoken by Jefferson Fisher; he also said, "Arguments aren't about winning, they're about understanding." These are some powerful quotes. He can be found on Youtube.

Prioritize Your Mental Health

To maintain a healthy work-life balance, I encourage everyone to take their breaks and lunches uninterrupted and away from the work floor. This time to recharge mentally is essential for your well-being and productivity.



Q1 reviews

Q1 reviews have started, and I am imploring everyone to state their goals for growth within the corporation to your team lead. If there is anything you need clarified that is on your review, please ask for an explanation at the time of the review and respond to your view in the comment section. This is where you should state your concerns, document any objections and write about your achievements. I advise that you keep track of your achievements so you can add them every quarter instead of at the

end of the year, where we all tend to forget what we did throughout the year. Also, if you change positions, your new team leader will be able to read and continue your assessment. Please keep your comments professional, as this document is part of our permanent record, unlike NOIs that only stay on file for twelve months. When writing your response, keep in mind that if someone else reviews your PMP and wants to promote

you, would your write-up read as professional or petty? Would it portray you as unbiased and professional or as someone who can hold a grudge? Let it reflect who you are!



Going forward, the APOC representatives on shifts 1 & 3 will contribute to AJPC's newsletter. I believe this will help address anything that is shift-specific and be informative to everyone.

Open Communication

Please note that the reps and I are available to answer any questions you may have, and for anything we are unsure about, we will get back to you as soon as we have the answer. For any complaints that require further action, please issue your request in writing—email is acceptable—and be prepared to provide documented evidence (such as recorded dates, times, and incidents) to support your claim.



Haaris Gilani APOC rep shift 3.

Employees who often rely on personal or work vehicles can be especially vulnerable. Taking a few simple precautions can significantly reduce the risk.

Always lock your vehicle every time you park, even if you're stepping away for just a moment. Many thefts happen when drivers leave their cars unattended and unlocked, thinking they'll be quick. Remove valuables from plain sight. Items like bags, electronics, or even loose change can tempt opportunistic thieves. If you can, park in well-lit, high-traffic areas—visibility is a strong deterrent. Anti-theft devices such as steering wheel locks, brake locks, and vehicle tracking systems make your car a less attractive target.

Another tip: check with your insurance provider—many offer insurance discounts for approved security devices and incentives on vehicle tracking or recovery devices. It's a small investment that can lead to long-term savings and peace of mind. There is no perfect solution, but simple steps can make a big difference and keep you safe.

Laurel Tetley APOC rep shift 1.

It has been a hectic first quarter with many unknowns, but Spring/Summer weather has finally arrived, and it's been a long time coming, so let's take some time to enjoy!

By now, you should have had meetings with your superintendent regarding this year's PMP and expectations. If you have not, please reach out to your superintendent and request to meet. It is your career, and you want to ensure you are aware of what the expectations are for 2025.



As we are asked more often these days to do more with less due to the corporation's financial restrictions and uncertainties, we must make sure we do not get overburdened and take care of our mental health. This means, most importantly, you ensure you take your breaks and lunches. Get off the work floor and away from your desks to clear your head of work. Your mental health is worth it! If you are requested to do more than you believe you can handle, ask your superintendent what the priority is and make sure to document by sending your superintendent an email to confirm your discussion.

We are currently having some issues with the TN process after you have bid for the 3-month period. We do have a TN process at AJPC, but there are still a few hiccups. We are waiting on discussions with management regarding the TN process, and we will update you all as soon as we have an answer.

APOC Meetings: Let's Stay Connected

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, located at 2750 14th Ave, Unit G14, Unionville, ON, L3R 0B6. The next meeting is on May 25th, 2025, at 10:00 AM. Your participation is vital as we discuss important updates and initiatives.

Looking Ahead

Together, let's continue to make 2025 a year of growth, *safety, and collaboration*. Thank you for your *hard work and dedication to our collective success*. Let's continue building on the strong foundation we've created and make this year one to remember.

Hope to see you there!

Dawn Gayle

Divisional Vice President

gayle@apoc-aopc.com

416-414-3346



**things
you need
to KNOW®**

First, we will start with the Corporations responsibility in providing coverage to backfill KNOWN absences:

The collective agreement under **Letter # 6** states that the Corporation will provide relief coverage for known absences. It states:

Our (CPC) commitment as reflected in Clause 43.54, **is to ensure that we provide adequate relief** based upon actual local requirements for periods of known absence.

The absence types are referenced below:

- o Annual leave;
- o Short Term Disability Program leave;
- o Positions vacant due to incumbents being on projects;
- o Positions vacant due to incumbents being on extended training; and
- o Positions vacant and in the staffing process.



Relief will be provided through the use of regular relief staff, developmentals, temporary or term assignments, as appropriate.

When we go to **article 43.54** it states that **the supervisor team should be as lean as permits and the scope of responsibility may have to be increased occasionally for short periods**, relief staffing will be provided for known absences, noted above.

43.54 Relief Staffing

The *Corporation* will provide relief staffing to meet organizational requirements. Further, it is the intention of the *Corporation* to use relief *employees* for relief duties and to fill positions vacated temporarily by reason of known absences for vacation, short term disability leave, projects, training or vacancies during the staffing process, before assigning relief *employees* to other duties. While the supervisory team should be as lean as good management principles permit and the scope of responsibility may have to be increased occasionally for short periods, adequate provision must be made to provide relief staffing for the above noted known absences.

- 43.55** The team size per supervisor should be established in accordance with good management practices taking into account local circumstances such as number of direct reports, workload, growth rate of the area served and geography.



The Corporation will provide relief staffing using a ratio that is established in each area, based on the historical data it has and the current known absences. This is not an exact science and does not account for the day-to-day absences like comp, personal, lwop, and leave granted above compliment.

Relief supervisors are to be used to cover AN absence, they are NOT to cover MULTIPLE absences.

As stated above, and as per the collective agreement, the Corporation is obligated to provide coverage for known absences which the relief is provided to do. If there are multiple absences that are uncovered, the

Corporation is to assign the available relief to backfill the absences that it has. **Any absence in excess to the amount of relief is to be covered by prioritizing the workload** of the uncovered position and having the priority work covered by overtime, and in the absence of overtime, it is covered by further prioritizing the work of the other supervisors in the area/section/station/facility, to be able to have all priority work covered. **All other work will NOT get done and will be left for the next day.**

Currently, the Corporation is in financial crisis, and we don't know what is going to happen with the CUPW ESDC ruling which is set to expire on May 22. Due to this uncertainty, as well as lower volumes and surplusings of some positions, the Corporation is only backfilling crucial positions to try to protect our business.



When we look at their obligation to backfill positions and/or offer equal opportunity to cover absences, the wording in our collective agreement does not work in our favour. The language gives the Corporation the ability to determine if it is required based on operational requirements. We recently took the Corporation to arbitration for overtime not being offered when positions weren't being covered, and we lost. **In order to be successful, we would have to prove that the supervisor worked greater than 8 hrs the following day and requested overtime to be paid and was denied, or that something happened during the shift where overtime was not offered that detrimentally impacted the operation that only a supervisor could have fixed/prevented.**

19.3

Where the Corporation requires employees to work overtime it shall, subject to operational requirements, make every reasonable effort to avoid excessive hours of overtime and to allocate opportunities to work overtime by seniority on an equitable basis among readily available, qualified employees.



Superintendents do not perform OP1 duties and **are not obligated/required** to backfill supervisor positions when their area/section/station/facility is short staffed. **They should be prioritizing the work of the supervisors** and assigning the prioritized work to the supervisors that are at work. **All other work will NOT get done and will be left for the next day.**

It is CRUCIAL that team leaders TAKE their LUNCH and BREAKS as their health and safety as well as their mental well being is reliant on it. This is what we CAN control.



Responsibilities of the team leader:

When asked to cover other absences/positions, you need to assess your own work to see if you are able to accomplish both, within your 8 hours, with taking your lunch and breaks.

- **If you are NOT able to cover both**, you need to request the Corporation to **PRIORITIZE** your work and the work that they are assigning to you. **ALL other work will NOT get done and will be left for the next day.**
- **If you don't receive a response** to your request to PRIORITIZE work, **you need to escalate it to the next level.** This should be done by email.
- **If you cannot finish the PRIORITIZED work within your 8 hours**, you need to let your superintendent/manager know what cannot be finished and request overtime to finish the prioritized work.

- **IF Overtime is approved**, you would finish the work and send email requesting for the overtime to be paid accordingly.
- **IF Overtime is NOT approved**, you need to advise the superintendent/manager what work was not completed and that you are now leaving work as you are at your 8 hrs, and they have not authorized you to work overtime to complete the prioritized work. **You CANNOT just leave, you need confirmation that they have acknowledged and understood that prioritized work is being left behind to give the Corporation the opportunity to assign the work** to someone else or acknowledge that it is being left uncompleted. If you are not getting any response, please reach out to your union rep, executive VP, or President for help/support.
- **If something unexpected happens (IOD, Vehicle accident, etc.)** that needs your attention and will impact your workload, you need to let your Supt/mgr. know so that further prioritization of work can occur.



Make sure to DOCUMENT your day and what you have done and what is being left behind as this will help in knowing what work needs to be done as well as in any quarterly review and midyear and yearend appraisals, to be able to challenge your rating, if needed.

If there is a **RESTRUCTURE happening at your depot, this is the ONE EXCEPTION where overtime is being PAID**, if you are offering to go in on the weekend of the implementation.

If you are getting pressured, harassed, or bullied, based on your request for overtime or prioritization of work, please see your rep, executive VP for your area, or local President to let them know so that they can escalate this with the Corporation.



We understand that these are challenging times and that there are a lot of pressures with the workload and uncertainties. We encourage you to speak up, to have your concerns addressed, and involve your union rep, if needed.



EFAP is also available to anyone who may need their help/assistance, for yourself, or for help with managing your employees using the KPAL service.

They can be reached at 1-866-565-4903.

Next General Membership meeting is March 25th 2025 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



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 # 2 647-686-9948 slppvp@apocyork.ca	Adam Charette	Shift # 1	slpprep1@apocyork.ca	 
		Debra Hunter	Shift # 2	slpprep2@apocyork.ca	
		Christian Sirove	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	
		Sangeeta Dinshaw	Shift # 2	wlpprep2@apocyork.ca	
		Sonia Levy	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	
		Haaris Gilani	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	WPDH & Trans	wpdhtrans@apocyork.ca	
		(Reza) Mohammad Hajarani	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
		Charlene DiLauro	Central Delivery	delrepcentral@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
Place of Employment	GATEWAY		Male <input checked="" type="checkbox"/> Female <input type="checkbox"/>
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

Member's Signature

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)

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