

Consultation Minutes

**Canada Post Corporation
And
The Association of Postal Officials of Canada**

Gateway

December1, 2011

APOC

Lance Graham
Stone Blemano
Mahmoud Mohamed
Oswald Dockery
Clive Grant
Carl Benjamin

CPC

Lou D'Amico
Bruce Cater

Agenda Items

There were no minutes from the previous consultation available

APOC requested copy of the Gateway Org. charts with signatures be provided. The Corporation advised that this issue has been raised to the Regional level and will be addressed there.

APOC advised that they are concerned with the number of people rolling up to a Supervisor and asked that an additional column be added to the Gateway Org. charts reflecting the number of people per Org. Centre. The Corporation advised that it will review and follow up.

1. Seniority List

APOC advised that Mahmoud Mohamed is not listed on the current seniority list. The Corporation advised that he will be added and requested that any other missing names be forwarded to PCR.

2. Staffing

1. Temporary Positions

APOC enquired about the status of people that have been acting in different roles for over 2 years advising that if they have been acting for that long then they should be brought back. The Corporation advised that those positions have been backfilled. If the issue is in reference to the Expeditor roles then there was a National consultation on this topic and people will be placed into this position for 2 years as per the agreement to do so. These are temporary positions. The expeditors are: Zee Jaffer, Kathy Briggs, Dawit Tesfaye, Diane Sollazzo and David Roberts

APOC enquired about the criteria used to select people for these roles. The Corporation advised that people were placed into these roles based upon the criteria in the MOA and the input from the management team. APOC advised that they were concerned that the process was not fair. Management indicated that supervisors should meet with their Team Leader regularly to demonstrate their interest in different roles and determine how to best achieve them.

2. Vacancies & Backfills

The Corporation advised that there are 9 temporary Supervisors in Gateway and there has been a request for 3 more to support the Mech Oversize area and acting assignments.

6 people are required for the Mech Oversize stating on Dec 4, 2011.

Furthermore 7 positions will be going up for bid then to the transfer process to fill.

The Association stated that on the West side there was 1 Supervisor that had 20 people reporting to them, now there are more machines and no increase in supervision on shift #2. The Corporation advised that there will be changes in the new year to realign the staffing.

3. Annual leave

APOC requested when annual leave consultation will be conducted.

The Corporation advised that a proposal will be forwarded to the Association. Ideally this will be done before Christmas. A meeting will then be scheduled.

4. IMS Training

The Association advised that the process of reporting is difficult and frustrating. Superintendents have to correct issues multiple times, can the software be changed?

The Corporation advised that notes can be put into the program to explain how the safety measures recommendations should be managed. All correspondence goes to the Org. supervisor, the reporting supervisor will have to provide the information to the Org. supervisor to input into the system.

The Association stated that Superintendents are concerned that Supervisors can complete the input and send it without the Superintendent knowing. The Corporation advised that the Superintendent needs to be aware and may need to provide support to the supervisor who is having difficulty completing the log. It was also clarified that HRSDC takes the report via fax, not email. The Association asked who is responsible to complete the IMS if a temporary supervisor is involved. The Corporation advised that if the temporary supervisor is managing the employee then they are responsible.

5. LJOSH

The Association requested to have a seat on the LJOSH committee. The Corporation advised that there must be a member of management on the committee, not necessarily APOC. Will follow up and advise. The Association advised that they do not get copies of the minutes and would like to receive these. The Corporation advised that they will follow up with the management liaison to have a copy distributed.

6. Gateway Changes

The Association advised that it is concerned that they are not advised of changes prior to CUPW being advised. The Corporation advised that for the Mech Oversize changes, APOC was advised first then CUPW, it was on the same day.

7. TCR Assignment

The Association advised that they are concerned that some of the work is being taken away from the TCR's. The Corporation advised that the TCR's were all spoken with. They were advised that they were going to be moved into the dock area to help with the communication of the movement of the work. Input from the TCR's was solicited. They are doing the same work but on the workfloor. The managing of the trailers' movement from one dock to another is their job. APOC further advised that they felt that the movement from the office to the dock area should be done by issuing a 13.6 notice of change. The Corporation disagrees, there is no change in the organization, it is a change in location within the building. There is no change in the duties performed.

8. TEO / International

The Association advised that the TEO and Shift #3 International are managing people that are not in their work area. The Corporation advised that International only has 16 people in it. By giving the supervisor more staff supports the position and balances the workload.

9. Vista Workload on the Weekend

The Association advised that they are struggling with the coverage on the weekend, if the workload is very heavy it cannot get completed.

The Corporation stated that there are 2 supervisors and 1 relief. There are not 34 people in on the weekend. If it is necessary overtime will be offered to assist.

10. Replacement / Repairs to equipment

The Association advised that there is damaged and broken equipment in the work area (i.e. chairs and tables.) Who should be advised to get these items repaired or replaced?

The Corporation advised if the items can be repaired then Maintenance, if it needs to be replaced then they need to advise the Manager to get approval.

11. Christmas Overtime

The Corporation stated that as we go through the Christmas period we will try to match the CUPW overtime with the APOC overtime however sometimes APOC will not accept the overtime offer. If this is the situation and there is a need to have supervisors in on overtime what is the appropriate list to use?

The Association advised that if necessary the appropriate list would be as per Art. 19.8.4. It would be the section equal opportunity list in ascending order however it is hoped that this would not be required.

Next Meeting

Wednesday January 18th 2012