

## **APOC York Division Branch January 2010 News Letter**

**Next Scheduled General Meeting: Sunday January 17, 2010 @ 10:00a.m.**

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Fellow members, please allow me to express my sincere hope that members and their love ones had a very Happy and Healthy Holiday season. Last year 2009 in my opinion, will be a year all of us will never forget. Those of us who are lucky enough to still have a job and especially those members who were extracted from Canada Post for what ever reason. Quoting the famous T.V personality Dr. Phil, he said, "The best indication of the future is what took place in the past". If this is true, then the future of Canada Post Corporation is limited, and if our Corporation has a limited future then our United Country also has a limited future. It is well known that Canada Post Corporation is one of the last threads that are keeping the fabric of our beloved Country together, and if it goes, what then. You be the judge. I pray each day that what I believe is happening to our beloved Canada Post Corporation is not what I think it is. I am hoping that I am totally wrong. My question is; WHAT IF I AM NOT?

The way I see it anyway. Lance Graham **York Branch President**

### **EXECUTIVE COUNCIL CONTACTS**

**President – Lance Graham 416-432-2137 [president@apocyork.ca](mailto:president@apocyork.ca)**

**Secretary/Treasurer – Philip Denny 416-557-8314 [sectrea@apocyork.ca](mailto:sectrea@apocyork.ca)**

**T/H/M VP – Olivia Quintyne 416-347-7165 [thmvice@apocyork.ca](mailto:thmvice@apocyork.ca)**

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**Sales VP – Anthony Medeiros 416-347-7146 [salesvice@apocyork.ca](mailto:salesvice@apocyork.ca)**

**SLPP VP – Wendall Quintyne 416-460-4234 [slppvice@apocyork.ca](mailto:slppvice@apocyork.ca)**

**Gateway VP – Stone Blemano 416-459-1871 [wlppvice@apocyork.ca](mailto:wlppvice@apocyork.ca)**

**View the New APOC York Branch web site, [apocyork.com](http://apocyork.com)**

Please make the effort to know your respective Office Vice President and Executive Council members. Year 2010 will be a trying one for most of us in the York Branch. With higher than normal expectations and demands placed on us in our daily tasks at work. It is time for us all to use our initiative and apply our acquired skills and training in our various work centre disciplines. Proper time management, intrapersonal and interpersonal skills must be employed and maintained at all cost. Most of all, avoid time wasters and non value added activities during your work day. Moreover, remember the old adage, "**Do not cause problems for yourself; there are enough people around to do it for you**". Stay fit and healthy, and maintain a **(PMA) Positive Mental Attitude.** Philip Denny, Secretary/Treasurer.

APOC WORKING TOGETHER WORKS. Hello to all the members in Delivery. I would like to clear up some rumours that have been floating around for the last little while. First there have been Buy Out Packages offered to about 60 people and some have accept them. I wish them all the best. However this will create a vacuum of knowledge. The Corporation is cutting back and will continue on this pace for the next year and I am confident that there will be no layoffs of supervisors in GTA. It is my belief that Canada Post will be looking at re-organizing some facilities. All back pay will be paid out to you on Dec. 24, 2009 for the last 9 months. Some superintendants and support groups have been reclassified due to the New Collective agreement. OP1, OP2, and OP3, if you feel that your old position has not been reclassified correctly you must challenge this through the JEP (Job Evaluation Process). If you have any question on this process, Please Contact me ASAP as there is a deadline of Jan 8, 2010 to have your challenge in. I would like to wish you and your Family a safe and Happy Holiday. **Douglas Dowell VP Delivery**

This year has been a challenge, especially when it came to staffing. We were very challenged on the #1 shift and I hope that it gets better in the coming year. To all supervisors at SLPP, I know that there are a lot of rumours going around in the plant. Therefore, please do not get caught up in the rumour mill. There have been Pay Out offers made to some APOC members, this I can say is a fact. However, I do not know the criteria for the offers. Anyone that was offer a package also has the option to say no. On a lighter note, this is time to start thinking about booking your holidays, so you should talk to your other half and be ready to make your Bid. I want to wish everyone a Happy Holiday season and all the best in the coming year. **Wendall Quintyne VP South**

This has been a very challenging year in Gateway, with changes in the staffing profile and positions have been eliminated. The ultimate ramification is that there are few supervisors to do more work. Supervisors are ones to be blamed whenever something goes wrong. Please take your jobs seriously and report incidence in real time as they occur. Keep your Superintendents and Managers informed of anomalies even if you may have already take the appropriate actions to resolve them. Timing is the key and make sure that you notify accordingly on every little thing that you may not be able to accomplish within your scheduled shift. Your Team Leaders are not empowered to make decisions for you if you do not inform them on time. Why should accountability almost always fall on the supervisor? Documenting what goes on during your shift is important, this may assist you to prove your point and protect your job in the event something goes wrong. I will encourage you to voice your opinions, work closely with your peers and Team Leaders and bring issues to their attention. If possible notify your APOC representatives as soon as possible. Do not wait until it is too late for APOC to intervene. Discharges can be avoided when we play our part by letting our Leaders know what is going on before things gets out of control. We need to stick together as a group to help protect our jobs. I look forward to working with all of you in 2010. Have a Happy Holiday. **Stone Blemano VP Gateway.**

**Year 2009 in review: Angella Dunn, Divisional Vice President**

To date more than 80 grievances are submitted to management for: performance appraisals, performance improvement plans, removal of documents from files, conflicts of interest, movement of members, discharges and others. Discharge cases average two each month and approximately 75% of these have been resolved and the others forwarded for formal arbitration. Arbitrators and hearing dates have already been reserved. I have also reserved pre-arbitration meetings with our legal council and the members for the unresolved cases.

As members of the Association of Postal Officials of Canada, we are professionals and the expectation is that we act professionally and responsibly. We are expected to: report for work when schedule, arrive on time, manage our staff in a professional and dignified matter. Avoid unprofessional remarks and refrain from actions that can be construed as in appropriate behaviour(s).

Year 2010 will be a challenging one as the Corporation move forward with Postal Transformation and organizational reorganization. Identify in yourself any performance gaps and request training and or coaching to resolve those gaps to your team leaders.

Finally, get to know your APOC representatives especially the one on your shift and or section to contact with any questions and or concerns. Soon the new Collective Agreement books will be distributed. Make the time to read and know your collective agreement. Know your rights and the processes as will apply to you. This knowledge will assist you and help you to resolve future concerns.

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