

Consultation Minutes

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

**Gateway
January 19, 2011**

APOC

**Lance Graham
Stone Blemano
Oswald Dockery
Mahmoud Mohamed
Carl Benjamin**

CPC

**Lou D'Amico
Michael Carlier
Allison McDougall**

APOC provided an Agenda 5 days in advance (see attached) and upon review of the items listed it was agreed that many of the items in regards to staffing are scheduled to be discussed at a meeting scheduled for January 21st, 2011 @ 1 PM.

The Corporation did inform the Association that five (5) supervisor vacancies have been staffed. Three (3) on # 3 shift and two (2) on #1 shift. It should also be noted that two (2), possible three (3) vacancies will be available for staffing by the end of the month.

APOC inquired about a vacancy in the Traffic Control Office, individuals in acting assignments, and a superintendent vacancy on #3 shift.

The Corporation responded that the Traffic Control Office is currently under review and the Postal Transformation initiative (Gate Project) will not effect the day to day requirements. Lance Graham and LRO Allison McDougall had an information sharing meeting with Tony Nordheimer on December 15, 2010. Some of the members that were in acting assignments have been promoted. Currently, a staffing requisition has been submitted to HR to fill the PCR Superintendent position. The Superintendent position on day shift is under review. There are 4 individuals that have expression of interest on file. One (1) of the four has less than two (2) years; therefore the member will not be considered. Seniority for the staffing of this process will not be applied. The position will be staffed by the most qualified. The resumes will be submitted and reviewed.

APOC expressed concern with the staffing of the weekend work, specifically, having to work/manage multiple work areas. This issue is a Policy grievance.

The Corporation responded that during the Christmas period the members were provided the option to work two (2), four (4), and rotation day overtime to assist with the day to day operations. The members who are on acting assignments will be returning to the floor.

APOC stated that the five (5) new supervisor positions may help with the weekend issue of staffing. RVU is currently operating two (2) supervisors short due to leave (1 annual and 1 bereavement). It was stated that the organizational change with respect to the RVU and East Dock has caused some frustration when dealing with the day to day requirements. Operations have been provided some relief, but only until 11 AM.

The Corporation explained that there is opportunity to bring in #3 shift supervisors to assist. When we are in a situation that requires additional CUPW PO5 staff, it is suggested that the Superintendent/Supervisor follow up with the West docks for relief. We have the option to extend the four (4) part-time employees up to 8 hours. If the work load on a weekly basis can reviewed we can better allocate when assistance is required from the West docks.

APOC asked if there is a facility that supports CPC and is staffed with APOC members.

The Corporation responded that what they are referring to is a result of a National grievance, Arbitrator Swan sustained the grievance and ordered the Corporation to have a pilot carried out for monotainer repair (APP T). The facility is located at 1350 Amico Blvd. It was further advised that when employees (CUPW) are speaking to team leaders in regards to staffing profiles and such that the right thing to do is to not speak to the matter as consultation has not taken place and at this point proposals are under review.