

# **APOC York Branch January 2011 News Letter**

**The next APOC York General meeting is on Sunday January 16, 2011 at 10:00 hours**  
**2750 14<sup>th</sup> Avenue Unit G-14, Markham, ON. L3R 0B6 Phone (905 479 5950)**

## **New Year Greetings to All York Branch APOC Members**

Fellow Members, the Year 2011 is here. What does that mean for most of us? A question that remains open to change, and most important the positive aspects within our Association. I do hope that we see less of the anomalies that had some negative replications which included short staffing and overburdening among our ranks. We sincerely hope that Canada Post management will become more understanding of our issues and address some of these conditions. Problems that are having some rather negative affects on our members Low Morale an overall Health and well being among our members; and instead of Management offering the assistance that is so greatly required in this dire situation, they are applying discipline in order to correct the situations. This action will elevate the agent of stress and will not have a positive effect on our members when they are ill. Therefore, APOC York Branch would like to see a positive change in some of the actions that may assist members in the speedy recovery and return to work sooner rather than later in the event of ill and stress. If we can achieve these changes and adjustments in the future, maybe we can expect and realise some success by the end of this New Year. The way I see it Lance Graham-President

I would like to take this time to welcome everyone back form the holiday season and wish them all the best for 2011. I would like to welcome Bill Johnson as the Rep for YDC transportation. He will be a welcomed addition to Dave Low in MOS, Peter Leyland in HPM, Louis Karapalevski in WPDH, Brian Chamberlain in Fleet and Olivia Quintyne in West Trans. The 2011 annual leave bidding are ready and should be out this month. There will be a variation compared to the passed so email or call me or your rep if you have any questions. We continue to address the travel issues within the RMO also cross sectioning between the RMO v the DSO. There will also be additional members added to the Route Measurement group so there is a chance for movement and transfers. We are always trying to make sure that all areas are properly staffed and any acting positions do not go past their duration causing undue hardship with positions left vacant. In closing I would ask for patience if you do not receive the answer you are looking for or as quick as you would like. We attempt to do the best we can and still fulfill our obligation to the corporation. Thank you for your time and look forward to seeing you at the next membership meeting. Wayne Burey V-P THM

As we prepare for Year 2011, I take this opportunity to thank the Branch Executive Council, Divisional Representatives and Members who worked diligently on our APOC related issues throughout the past year. I also thank our Tyler and Auditors for their help. Year in Review: There were more than 100 grievances filed for year 2010. These grievances include but not limited to: Vacant positions not staffed and for other employees performing APOC work;  
Annual leave, acting and developmental assignments not covered;  
Expired documents not removed from files and for suspensions in violation of the Collective Agreement.  
Other grievances submitted and resolved include:  
Discharge grievances with 85% successful resolution;  
Except for the last three cases; all discharge cases have been resolved either through third party arbitration or negotiation. The last three discharge cases have been scheduled for National review and Arbitration hearings.  
Needs Improvement grievances: over 95% resolved with end of year rating changed to "2" Commendable.  
National and policy grievances: I also created and submitted for:  
Travel policy: I have arbitration dates scheduled and confirmed.  
Bonus: Article 47 and Letter #1: arbitrator selected and awaiting hearing dates.  
Article 13.6 Notice not adhered to and organizational changes in violation of the Collective Agreement: arbitrator and dates to be confirmed. I was successful in working with our Regional Corporation in having the following positions posted with interviews schedule for week one and two of January 2011:  
Approximately 20 new OP1 supervisor positions  
Approximately 11 new Route Measurement Officer Positions  
Approximately 15 new Term positions  
I have confirmation from the Corporation that they are working to have these positions staffed without delay. While this branch is far from fixing the many problems that confront our members on a daily basis; take heart that we are working diligently together as a team with APOC National and our legal counsel to have the issues resolved.  
As we look forward to a New Year, my goal is for us to work and function even more as the team that continue to achieve great things for this Division. Please contact your shift representative, office vice president and branch president with any questions and concerns. I take this opportunity to wish you and your family, all the best for year 2011.

Angella Dunn, York Divisional Vice President

Merry Christmas and A Happy New Year to all A.P.O.C. Brothers and Sisters, the year of 2011 is now in full gear and is in view of many new and upcoming challenges. We must all be prepared to embrace our rapid postal transition that has slowly crept upon us,

the C.I.C., Sequencing, Edit Books, A.I.M., K.M.S., and ELearning, just to name a few. Our A.P.O.C /supervisory roles have enlarged to a point where our working hours have increased to more than 8 hours per day. We must be vigilant and focused on how much "Free" time is given. We must take our 2 breaks per day also the main course of the day is LUNCH. Too many APOC members are forgetting to take their lunches. This type of "forgetfulness" need to be re-focused for the betterment of your own "Health awareness" for your own "body's sake".

As we work through our 5 day a week schedules, the vacant positions throughout the GTA seem unstoppable, but each and every vacancy, uncovered annual, no coverage or any of such; have been grieved on a weekly basis. My fellow A.P.O.C. members please review the staffing profile for any anomalies or unreported coverage and please do not hesitate to call, email me or BBM me or contact your local York Branch with any undisclosed information it is my pleasure to follow up accordingly.

On a final note, we had our annual consultation and it was successful. The OP1, OP2 and OP3 coincide with the month of December 2011 with 1 block available for all levels. Thank you Management, for your timely consideration. Your expedited decision on the annual board-layout that has allowed all Zones to begin APOC annual selection/bidding prior to the 2010 Christmas rush; this is well noted.

Tip #1: Under the supervision website, there are many forms and documents for your daily supervisory tools as a quick reference guide for your use.

Tip #2: Remember we have only 7 personal days. 2 days must be used each year. If you wish to carry the 5 days or less you must refer to the E.S.S. on the intrapost. Also, always remember to check on your own entitlements/quotas within the S.A.P. system to ensure quota accuracy.

I can be reached at: 416-347-7162 or email me at: [delvice@apocyork.ca](mailto:delvice@apocyork.ca) or [levy.sonia@canadapost.ca](mailto:levy.sonia@canadapost.ca) or BBM at: 301888EE. Thank you. Together we can be successful in 2011. You can make a change you can make a difference by attending The York Branch A.P.O.C. members meeting. We look forward to seeing you there. Sonia Levy V-P Delivery

As the New Year dawns, we are going to experience a renaissance in our APOC York Branch. As in previous years, information will be cascaded to each one of us, both from the APOC National lever and from the Corporation. However, and I will say most emphatically, you will be hearing from the APOC York Branch on a continual basis on changes, updates, expectations and related information that will affect you as a member of the York Branch.

In retrospect, for proper guidance and self education I would like to suggest that you read your APOC Collective Agreement (C/A). I am not asking you to try and memorise the entire book, but please try and familiarize yourself with the articles within. Your respective Vice Presidents and Office Representatives may not always have the answers to your queries at their finger tips at all times. However, if you take some time in your very busy days to read at least one page a day on specific areas of concern in the C/A you will experience the renaissance to which I previously refer. Knowledge is power, so please let us all make the APOC York Branch members stand out among our peers in other Regions. Educate yourself in the navigation and understanding of the APOC C/A and apply it to it's fullest to your advantage. In doing so, be wish to the CPC management tactics and heed a word of caution. "The interpretation of the same article in the APOC collective agreement may differ from one person to another. Be prudent and seek advice if you are in doubt in the difference of interpretations. Philip Denny - Secretary Treasurer.

I wish all the best to our sales/serve members and their families over this holiday season and into the 2011. A new year is upon us and I would like to invite all our members to our bi-monthly general meeting and to check out our web-site updates at [www.apocyork.ca](http://www.apocyork.ca) Anthony Medeiros V-P Sales/Serve

Hello to everyone at SLPP and I hope that you had a very good Xmas and I wish you and your Family a Happy new year. We will be consulting on Annual Leave this month so please be prepare to make your Bids in the coming weeks. We had no consultation over the Christmas Holiday. Any concerns you may have please don't hesitate to contact your shift representative and myself. Wendall Quintyne V-P SLPP.

2010 was a very challenging year. There were various unforeseen operational and staffing changes in the Gateway Facility. Thanks to the good leadership of APOC members we were able to adapt to the changes. The relationship between upper management and supervisors has improved however we still have major issues to resolve and we are committed to working together to resolve these issues. Inadequate staffing was the major issue in 2010. We have been assured that more staff will be added in the coming year. I encourage all members to work together in 2011 and continue to alert the APOC representatives of concerns that are affecting you in your daily work activities. By filing appropriate grievances we will be able to document and get management to know of our concerns. This worked very well in the Montreal area and as a result more APOC positions are been added. Supervisors in acting assignments are still a problem in our office. The staffing profile will be reviewed at January 2011 and APOC would like to have these acting positions filled. The APOC collective agreement must be followed in order to have these jobs filled or the members be aligned back their original positions. There are some areas that do not have equal opportunity list available. Therefore, we will all need to be actively involved and be persistent in demanding that equal opportunity lists are available and updated. We are anticipating that due to the rate of retirements we will need both new and old members to be actively involved and be prepared to take on leadership roles to keep the Association vibrant with new ideas. Your concerns and suggestions on ways to improve the York Branch have been taken seriously, and this will continue. As a result, your APOC Executives and Representatives will continue to work on your behalf. They cannot do it alone. I wish you all a Prosperous New Year. Stone Blemano Gateway V-P

