

Association of Postal Officials of Canada York Branch
January 2012 Branch News Letter
2750 14th Ave. Unit G14 Unionville, ON. L3R 0B6 - apocyork.com
Next York Branch General Meeting is January 15th 2012 at 10:00 hr

Fellow members: Now that Christmas has come and gone, I do hope that all of your Christmas wishes came through and you all had a wonderful, joyous time with your family, friends and all your love ones. It is normal to start the New Year with hopes of better things to follow, it is also normal to think; What can I do to bring about the good things we are hoping for, in my opinion, in our case, Team Work will help in a very big way, as long as we are all travelling in the same direction we will get somewhere, when we go in different directions, as group, progress stops. The way I see it. Keep hope alive. **HAPPY NEW YEAR. President Lance Graham.**

I would like to take this time and opportunity to wish all APOC members at South Central LPP and their families a happy new year. I would also like to invite all members to our general membership meetings where you can come and voice any concerns that you may have. Meetings are held every third Sunday of every other Month and the first meeting for 2012 will be on January 15th, 2012 at 10:00 hours. Consultations were held on December 13th to talk about Annual leave bids. If any member has any concern that they would like to have brought to consultations, please bring it to the attention of your shift representative or myself because consultations are held every month and we would take it up at consultations. Just another reminder and word of caution to all members, please be careful when you are speaking with or addressing your employees in the work place and please include all notes of any changes you do in SAP. Please remember to visit our website at www.apocyork.com to get all the latest information and news about APOC. slppvice@apocyork.ca 416-460-4234 V-P **Wendall Quintyne**

Fellow members, we are about to embark on a new and challenging year in our Association. We as a team must be cognisant of the Corporation's expectations on each and every one of us as we Leaders and trusted employees. Over the past few years we have seen some changes in the Corporation and also in the APOC, both at the National and Local levels. The National will be sending out their December 2011 year end bulletin which you should receive before this News Letter is published, please take the time read it.

To all members of the APOC York Divisional Branch I would like you to familiarize with the Corporation's Values and Expectations and apply them as you should on your daily routine on the job in the coming years. Remember APOC members are held at a higher standard when we are at work and I implore you to adhere to these Expectations and Values. Incorporate them in your daily tasks in the New Year and going forward. Keep your mental guards up during your busy daily tasks and stay focus on your jobs and expectations because communications of words and body language can and in most cases do get easily misinterpreted by others. Continue.....

At the Local level we will have our annual nominations and elections for Office Divisional Representative (Div. Rep) to be held in January 2012 in accordance with our Local Constitution and By-Laws. I am hoping to see some new members step forward and accept some of the responsibilities as Div Reps in their respective Offices. The Branch needs members with the required skills and knowledge to serve our membership with enthusiasm and willingness. We should all take the time to review the APOC Collective Agreement and York Branch Constitution and By-Laws in order to acquire the required cognitive skills and abilities to understand and apply them when required as valued APOC members. The York Branch will endeavour to set up some training for Representatives and Vice Presidents in the new year, preferably prior to the heavy Annual leave period.

Areas of concerns in the Collective Agreement for review are Articles 18, 32, 37, 41, 42, 43, 47 & 49. Also, review the Appendices and Letters (iii) in the table of contents.

Last but not least, in order to receive a copy of the York News Letters please update your mailing address if you had a recent change of address, by contacting to APOC York Branch at

sectrea@apocyork.ca

Philip Denny Secretary Treasurer.

OPERATING WITH A GENTLEMEAN AGREEMENT: A DILEMMA OF APOC REPRESENTATIVES

The work of those of us that are leading APOC now is very challenging. The APOC collective agreement puts us at a disadvantage. Infractions in the collective agreement are not backed by consequences that will hurt the Corporation in their pocket book.

The notion that we are partners is not working because we are not treated as such. In Gateway, APOC is the last to hear of changes. In most cases changes are imposed on us with short notice. I know that most of our members are very knowledgeable and can find a lot of things in the APOC Collective agreement that does not make sense. Gateway APOC members have been very active in trying to change the way APOC operate. The bureaucracy in both APOC and Canada Post management makes it virtually impossible to make swift changes.

APOC representatives often find themselves stack. Our members are overburdened with enormous work loads due to lack of adequate staffing and other operational issues. There is no clarity in the collective agreement on staffing versus workload which leads to manipulation by CPC and many other issues that it creates.

Fellow members do not give up. Let us keep our eyes and ears open. Our collective agreement expires in 2014. Let us begin now to look at the collective agreement in depth and make notes of our concerns. If we refuse to participate in the process then we only have ourselves to blame.

I will take this opportunity to welcome our new APOC members to Gateway. Please let your representatives know if you have any concerns. It is very important that you let your representatives know of your concerns particularly about performance issues. I will also advice that you make sure you do not go into meetings with your superiors alone with regards to your appraisals.

Stone Blemano Gateway APOC Vice President TEL :416-459-1871

A happy and Prosperous New Year to all members. In retrospect 2011 saw its share of challenges, from the labour disruption to staffing shortfalls and workload concerns. Through resilience and determination we worked through these and, I am especially pleased to report, made great progress improving our staffing levels. The Association will continue to engage in dialogue with Canada Post with the goal of having all positions staffed.

There is a clear connection between having a full compliment of team leaders and the accomplishment of corporate goals. In 2012 I will continue to advocate for full staffing levels as it benefits both CPC and our members.

At times we may, in the course of our daily duties, lose sight of our roles and accountabilities as team leaders. In 2011 some team leaders were alleged to have engaged in activities not in line with CPCs Code of Conduct ("COC") and/or Operating Principles ("OP"). Sadly, these individuals are no longer in the employ of Canada Post. As your Vice President I urge to you re-acclimate yourselves with the COC and OP. Both provide a framework of Corporate Values and Behaviours expected of every employee irrespective of position held. Both can be accessed via Intrapost.

Your time is limited and your tasks many. Focus on value added activities that influence your scorecard.

I will continue to advocate for you on any concern you have whether staffing, workload, etc. My goal is to keep the membership well informed and their voices heard. I am at your service and can be reached at (416)347 - 7162 and/or delvice@apocyork.ca. **Vice President Stephen Demeter**

No news Letter submission or issues from the Sales and Serve and the THM Vice Presidents

