

# Association of Postal Officials of Canada York Branch

May 2011 Branch News Letter

2750 14<sup>th</sup> Ave. Unit G14 Unionville, ON. L3R 0B6    apocyork.com

Next York Branch General Meeting is May 15<sup>th</sup> 2011 at 10:00 hr

**Lance Graham: President APOC York Branch** Further to the March 2011 APOC Branch Newsletter, I would like to address any incorrect perceptions of my message. Our Canada Post Compliance Department (formerly known as the Human Rights Department) offer support to our Team Leaders when dealing with Human Rights issues or complaints and can provide you with ideas and solutions when dealing with conflict. If you are involved in a Human Rights or conflict matter as a complainant, a respondent, a witness or as a Team Leader seeking advice, I encourage you to be open and honest in your discussions with Compliance staff and to present the facts that you are aware of in a forthright manner. I did not intend to imply that the Compliance Team is biased.

They are trained investigators and mediators and their goal is to resolve issues at all levels from the highest to the lowest possible level. When circumstances require investigation, their role requires them to be objective and thorough in their investigations and the outcome is dependent on the information provided by the parties involved and any related records obtained. I hope this explanation provides clarity. The Compliance group is a resource for each of you and I encourage you to contact them if you require guidance or assistance on Human Rights or conflict issues you may be faced with. [president@apocyork.ca](mailto:president@apocyork.ca)

**Philip Denny: Secretary Treasurer.** Fellow York Branch members, please be advised that your APOC dues will be increased commencing May 01, 2011. Further information should be forthcoming from the APOC National Office in the next National Newsletter.

I had the profound privilege of serving as the APOC York Branch Secretary Treasurer for the past two years. And in retrospect, it has been a very exiting time in our Branch over that twenty four months period; and I am looking forward to be in the position and to continue to serve the York Branch in this capacity over the next two years. I think I can safely say that our Branch has and will continue to experience some of the successes and problems that have been at the forefront of our attention from as far back as 1991 when I begun my tenure with Canada Post and as a proud member of APOC. As a member of our Association I take great pride and ironically, great pleasure in dealing with APOC members and management issues both inside and outside of my office parameters as Secretary Treasurer. One of the reasons in my opinion that I enjoy being an APOC Executive in our Branch is because of my desire and ability to trust and believe that everyone I meet along the way has the profound ability to do the right think based on their knowledge, skill set and experience. I do believe that there is nothing like a stupid

question, but the answer to a question may sometimes end up throwing you under the bus. O.K, now you are saying, "Philip, where are you going with this?" The answer to the question is our APOC Collective Agreement, the National and our Local Constitutions.

APOC member should take the time and access the appropriate web sites and review these documents. Read all of your National and Local News Letters and Bulletins when you receive them because there is a wealth of information within them which in my mind will assist you in comprehending the significance and dynamics of the Association of Postal Official of Canada. We must all remember that a grievance filed must be based on the Corporations' violation of a specific article of the APOC collective agreement; and remember an APOC member cannot grieve another APOC member. As an APOC member, it would be in your best interest to write a brief complaint and provide a written copy of that complaint to the Divisional Representative (Div Rep) or Office Vice President or their alternate. That document will form the frame work for the drafting and submitting of your grievance. The APOC collective agreement clearly states the time frame and other practical and pertinent guide lines that will assist you in the process. For various reasons some of us are presently very unhappy with our Association or our collective agreement as it is written, but for now at least, this is the only recourse that we have in dealing with issues that affect us with the Corporation and these issues are affecting us all. Please do not hesitate to contact me with your change of address.....[sectrea@apokyork.ca](mailto:sectrea@apokyork.ca)

**Wayne Burey V-P THM:** I would like to inform everyone that as of May 20, 2011 Mr Francois Goulet will be stepping down as APOC National President after 26 years involved with the association. Mr Goulet will be retiring at the end of the summer after 40 years with the Corporation. Please join me in wishing Mr. Goulet all the best and thank him for all the work he has done for the Association. Effective May 01, 2010 the dues collected will increase to \$60.00 per month from the current amount of \$57.00 - a \$3.00 per month increase. This increase is to finance the increasing operation of running the Association. In 2001 the operating cost was approximately \$6500.00 per month and in 2009 this cost rose to \$32,000 per month. Summer is approaching and I want everyone to be safe and enjoy their vacation. The MOS group is busy with changes as they prepare for the implementation of Postal Transformation. The arbitration for the mileage issue in MOS and HPM that we have been working on has yet to be settled. The new positions that were posted and filled in RMO is in the progress including the training of the successful applicants. The HPM has been busy setting up new schools to train employees in Delivery as we prepare for Postal Transformation. In Transportation we will see some start times of Supervisors changed at YDC to reflect the changes at the facility. I will also remind you that the CUPW collective agreement has come to an end and the voting process has begun. Thank you for your time and look forward to seeing you at the next membership meeting.

[thmvice@apocyork.ca](mailto:thmvice@apocyork.ca)

**Anthony Mederios V-P Sales & Serve** To our fellow Sales/Service members I would like to invite you to our next general meeting in Unionville on May 22, 2011 , APOC National is attending bring all your Collective Agreement questions. [salesvice@apocyork.ca](mailto:salesvice@apocyork.ca)

**Sonia Levy V-P Delivery** As we are continuing with the new way of operating within Delivery, the struggles continue with the learning curve of NDM, Postal Transformation, SDMA, Edit-books etc. etc. We have to recognize these changes and adapt to the new way. NDM is here to stay. As the NDM teams are deployed into the depots, you may have missed the opportunity for the 6 weeks training in the NDM program, if you have not receive the required training, please communicate your training concerns to your superintendent.

As a non-striking association, we are in the middle of CUPW negotiations. We are expected to continue with our job functions as required. Please continue to follow up with the negotiations that are being posted on the website. If the union and the corporation do not come to an agreement, the potential work disruption date is tentative for May 24, 2011. The Association of Postal Officials of Canada, it has come to our attention that union dues will be increased effectively May 2011.

TIP# 8: When submitting your NDM packages to your superintendent for review, if you have completed any additional duties - attach a listed summary of all other duties performed during the week. TIP# 9: BE CAUTIOUS. DO NOT GO INTO AN INTERVIEW WHETHER FORMAL OR INFORMAL WITHOUT THE PROPER APOC REPRESENTATION.

TIP# 10: BE INFORMED, THAT YOU CANNOT BID TO OP - 1 VACANT POSITION WITH A ONE RATING.

TIP# 11: DO NOT SHARE YOUR PASSWORD WITH ANYONE - BREACH OF SECURITY

I can be reached at: 416-347-7162 or email me at: [levy.sonia@canadapost.ca](mailto:levy.sonia@canadapost.ca) You can make a change you can make a difference by attending The York Branch APOC membership meeting...[delvice@apocyork.ca](mailto:delvice@apocyork.ca)

**Wendall Quintyne, V-P SLPP.** I would like to take this time and opportunity to say hello to all APOC members at SLPP. 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 next meeting will be on May 15<sup>th</sup>, 2011 so please come out and join us then.

Our consultations are held every Month at SLPP and Staffing is one of our main concerns. If any member has a concern that they would like to have brought to consultations you should bring it to your shift representative or me and we would take it up at consultations. Just a word of caution to all members, please be careful how you address your employees and make notes of any changes done in SAP.

Don't forget to visit our website [slppvice@apocyork.ca](mailto:slppvice@apocyork.ca) ...416-460-4234

Stone Blemano V- P Gateway...[wlppvice@apocyork.ca](mailto:wlppvice@apocyork.ca)

No Issues or concerns for the Office and no News Letter contribution for May 2011.