

*Consultation Minutes*

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

***Sales, Serve and Marketing***

***October 15, 2010***

**APOC**

Lance Graham  
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**CPC**

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Sherry Molstad

**Agenda Items**

**Review of Minutes**

**4. PIP's**

APOC asked if there were there PIP sessions? Management agreed that we will have another one in the New Year. This item is **closed**.

**5. Staffing Terms**

The Key accounts are filled. Management asked APOC what they would like on the Org charts. APOC asked for the positions for Service and Sales, and who is covering who. Bring to next meeting for review.

The SL1 position has been filled. **Closed**.

6. Backlogs **Closed**
7. Commercial Service Network; we put them on a schedule in June, on and off depending on workload. We're getting some data, the SL3's like it. We had very good feedback. It's a good ESI opportunity, and the members are happy. Based on what we see, it may continue next year. **Closed**
8. P6 Results; both Sales and Service. There are three, and the process is being followed. **Closed**

## **NEW BUSINESS**

### **SL3 Key Accounts**

**Management:** We were notified by National APOC, and a new job description came out for the SL3 and according to National LR the current SL3's will have to reapply for their own positions and compete. They are in consultation with National APOC they have another meeting on Monday and when we get the information from them, we'll share that with you.

### **Consultation scheduling**

**APOC:** Attendance is an issue. We're not following the CA, and we need to meet punctually.

**Management:** LRI will send out a repeat invitation, with a reminder.

### **Terms**

**APOC:** Terms have been for 2 years.

**Management:** One just resigned. One has been successful in a recent competition. We are down to 4. We've had people return from acting assignments; however we've managed to keep the terms, despite being over the staffing requirements. One of the reps has applied for a position outside our team, which may open up another opportunity for another term.

**APOC:** When will they be renewed?

**Management:** At the end of the year. We have to review our territorial design, before we make that decision.

**APOC:** Are you looking for ways to improve your business?

**Management:** Yes, that's part of the planning for next year. I received feedback from 2 reps so far. I'm open to feedback but only 2 have responded.

**APOC:** I'll give you some feedback. I think that your products are too restrictive.

**Management:** National is involved in making those decisions. We, as Managers do have the opportunity to provide feedback to Product Line. Then they do cost analysis, which is the Business line VP's area.

**APOC:** There are two positions in the inside Sales, the MSP group. They are two Indeterminate positions, will they become permanent.

**Management:** This is part of the territorial design, and we need to complete our review. We will follow the APOC agreement in staffing.

**APOC:** There are 3 marketing positions, which were supposed to be shift work. But it's not shift work, so we don't know what to tell our members.

**Management:** It may require shift work. We'll review the posting and respond.

**APOC:** The requirements can change, and Article 3 allows you to change them.

**Management:** Depending on the campaigns, if we're calling Vancouver, we need to work later hours.

**APOC:** Annual leave for 2007, has it started yet?

**Management:** We usually do the consultation in December, plot it out, and get it ready in January, to start the bidding the first of February. There was some suggestion about a National bid, that will not be done this year.

**APOC:** Seniority List, we need a new one. Can we please get an updated one?

Management will provide one.

**Next Consultation: TBD**