

**Association of Postal Officials of Canada York Branch**  
**September 2011 Branch News Letter apocyork.com**  
**Next York Branch General Meeting is September 18<sup>th</sup> 2011 at 10:00 hr**

**SPECIAL NOTIFICATION TO APOC YORK BRANCH MEMBERS**  
**SEPTEMBER 18<sup>TH</sup> 2011 GENERAL MEETING WILL BE HELD IN THE WEST END OF GTA**  
**THE MEETING WILL BE AT THE**  
**JOHN PAUL II POLISH CULTURAL CENTRE**  
**4300 CAWTHRA ROAD**  
**MISSISSAUGA, ON.**  
**L4Z 1V8**  
**Tel. (905) 306-9900**  
**Please check map quest for location if required**  
**Main intersection East Gate & Cawthra Rd. FIRST LIGHT SOUTH OF**  
**EAST GATE PARKWAY on Cawthra Rd.**  
**OR**  
**ONE LIGHT NORTH OF BURNHAMTHORPE on Cawthra Rd.**  
**Posted on the Branch web site on Thursday August 11<sup>th</sup> 2011**

**Term Supervisor working in GTA.** Logistik Unicorp (1-800-265-1314) are issuing uniforms (1300 points). These members can either fax for mail **the** form in themselves. If **they don't** have a fax **machine** ensure they mail the order form to the station **they** are currently working. Also Jake Miller is our "go to" guy to expedite the process otherwise it take months to receive the APOC uniform. **They are also** entitled to Personal Days. Your Personal days can be viewed under quota overview in PA 50. **Please refer to the APOC collective agreement.** .

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**President Lance Graham** [president@apocyork.ca](mailto:president@apocyork.ca)

Fellow members, Summer is almost over, Fall and Winter are knocking at our doors. At this point we should all enjoy the remainder of the good weather then get ready to face whatever winter has in store for us. It is also time to think about our Branch Local Constitution. If any member believes there should be changes made to our Branch Constitution, now is the time to put forward your changes. To make change to our Constitution members must submit their change in writing as a motion, with a mover and a second by another member. All motion to change our Local Constitution must go to Clive Grant Chairperson for Constitution committee. Thank you and remember to enjoy the remainder of the good weather.

**By Angella Dunn, Divisional Vice President STAFFING UPDATE YORK DIVISION** –For far too long we have complained about the shortage of staff when short (STDP) and long (LTD) term absences are not covered. This creates hardship on all of the members. Working in these conditions increases the work load and causes over burdening and stress levels to rise.

The Association is aware of the hardships that can happen when positions are not backfilled, or when vacant positions are not staffed in a timely manner. Our concerns have been discussed with the Corporation and I would like to share the following information with you.

The number of individuals hired into indeterminate positions this year to date are 46.

The number of individuals hired into temporary positions this year to date are 16.

A more detailed breakdown of the numbers above reveals the following:

- 17\_\_ hired to South Letter Plant
- 9\_\_ hired to Gateway facility
- 36\_\_ hired to DeliveryAgain, this will not fix all the problems of work load over burdening, but, hopefully it will reduce some of the staffing problems and the current work load over burdening we are experiencing.

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**Anne Eaton A/ V-P Delivery:** [delviseapocYork.ca](mailto:delviseapocYork.ca) To keep you all up to date in GTA Delivery I am listing the APOC Representatives and their Work Locations as follows:

Stephen Demeter – Toronto Stations F & Q 50 Charles St E Toronto, Ontario (416) 413-1526 X2000

Anne Eaton – Willowdale LCD-3 101 Placer Court Toronto, Ontario (416) 756-4012 X2003

Thomas Keane – Toronto Stations H & J 2315 Danforth Ave Toronto, Ontario (416) 356-3825

Robert Penney – Oakville Depot 1130 Spears Road Oakville, Ontario (905) 338-1199 X2003

Lynn Weil – Ajax Station 265 Harwood Ave N Ajax, Ontario (905) 683-5426

To the membership at large; a gentle reminder we need your input in order to resolve outstanding issues affecting APOC. If you are aware of situations that are not in the best interest of the membership and violate the collective agreement we need to hear from you. All too often members complain to each other and no one takes the time to notify APOC. Remember you **are** APOC “united we stand divided we fall” Come out to our general membership meetings they are once every two months and the next meeting time and place is posted on the York APOC website.

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**Philip Denny: Secretary Treasurer.** [sectrea@apocYork.ca](mailto:sectrea@apocYork.ca)

**Just a reminder** to forward your new mailing address to me so that your information can be entered into the APOC York Branch Divisional data base. It is imperative that each and every member receive a copy of the by-monthly APOC York Divisional Branch Newsletter. As stated on this edition the General meeting will be held in the West end of GTA. Please make a special note of this and attend the meeting on September 18<sup>th</sup> 2011 at 10:00 hours.

I would also encourage you to visit the APOC York Branch website at [apocYork.com](http://apocYork.com) for further updates and information. As we are about to enter the 4Q of the year 2011 and with the present situation as most of us have experienced in the work place in regards to APOC staff shortage due to ongoing restructuring, PT and other related projects, the down loading of various tasks and activities due solely in part to the lack of support and assistance when it is most required by our members, is the contributing factor to stress and anxiety among our APOC members. The effect is starting to contribute to illnesses, and is having a negative effect on our membership overall health and well being.

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The APOC National, Regional and Local offices are addressing these ongoing staffing issues on a monthly basis and I can assure you that they are making some great strides in accomplishing some resolution in the staffing anomalies.

However, we must take the appropriate measures to protect ourselves and our jobs at the same time. As an Association, it is incumbent upon all of us to foster and focus our attention to the positive side of our daily tasks. MOTIVATION is from within ones self. Contrary to popular belief a person cannot be motivated by another. This can be derived by the intrinsic nature of ones being; the notion of motivation can be brought to the forefront of actions, words, deeds and beliefs by being positive and confident.

That is if we can summoned that inner self within us and focus on the positive aspect of our daily tasks, that is within ALL of us as individuals. We can and must apply the inner abilities and make it a daily ritual to hold on to it throughout the day. In my opinion, we can and will find life's challenges to be much easier to handle on a daily basis if we apply the correct attitudinal and cognitive traits.

Seek help and assistance if required and maintain a positive attitude.

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**Wendall Quintyne, V-P SLPP.**

I would like to take this time and opportunity to say hello to all APOC members at South Central LPP. 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 September 18<sup>th</sup>, 2011 at 10:00 hours, and this meeting is being held at the JOHN PAUL II POLISH CULTURAL CENTRE so please come out and join us then. Our consultations took place on July 10<sup>th</sup>, 2011 where staffing was the main issue. If any member has a concern that they would like to have brought to consultations, please bring it to the attention of your shift representative or myself and we would take it up at consultations. Just a 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](http://www.apocyork.com) to get all the latest information and news about APOC. [slppvice@apocyork.ca](mailto:slppvice@apocyork.ca) ...416-460-4234

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**Mahmoud Mohamed A/ V- P Gateway** Mahmoud Mohamed acting V-P Gateway for Stone Blemano... [wlpovic@apocyork.ca](mailto:wlpovic@apocyork.ca) I would like to take this opportunity to say hello to all Gateway APOC members. August 18 was scheduled for our consultation at Gateway. APOC will be getting 10 new temporary supervisors to work at Gateway. I would like to invite all of you to our By Monthly General meeting; come and share your thoughts with us; our next meeting will be held on Sunday September 18 at 10:00 hrs. At Gateway we have our consultation every 3rd Wednesday of each month; please contact Stone, myself, and your shift rep with any concern to discuss in our monthly consultation. Don't forget to visit our website and keep in touch at [www.aopcyork.ca](http://www.aopcyork.ca)

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**Anthony Mederios V-P Sales & Serve** To our fellow Sales members, I would like to invite you to our next general meeting in Mississauga on September 18, 2011 at 10:00 hours. The complete address information is available in this issue and on [www.apocyork.ca](http://www.apocyork.ca). Its important to have good attendance at this meeting in order to have more general membership meetings in the west end of the City. No vacant positions are in the sales area. The CSN Service Centres are presently on target to meet their KPIs. The Centre presently has 3 SL-3 vacant positions and they are looking to make 2 of those bilingual. SL:-1 positions none.

