



Working side by side

The Corporation is changing its ways of doing business in order to adapt to the latest wave of *digital market requirements*, while fulfilling our customers expectations, and always striving to provide a quality delivery service to its clientele.

These changes will impact us all as potential challenges and new expectations are inevitable. In all likelihood, the Corporation might ask us to work additional hours during evening and weekend shifts, a reflection of what is already taking place in some major facilities.

The baby boomers will remember a time when it was required to work evening and weekend shifts, thus ensuring delivery and pick-ups for Priority Courier, Xpress-Post and Expedited parcels.

We can agree to disagree, yet we have no choice but to consider today's economic and business environment. The fact is that our salaries, our benefits and pension are above-average compared to other comparable industries. Contrary to the old saying, "*the grass is not always greener on the other side of the fence*".

Now more than ever, we must stick together and respect our scheduled working hours. With the inevitable changes coming our way, we need to support each other and stand beside our colleagues.

Try as we might, it is hard for us to accomplish all our tasks in one day. Hence the importance of having a priority list, everyone can focus on their main objectives and postpone other duties for another day. Working side by side as a team, we can achieve more overall.

If you need support and guidance to achieve your targets or tasks, reach out to your Team Leader. Let us do our job to the best of our abilities!!

Guy Dubois
National President

The Day After

It is now only a few hours after the results are in as I write this message, and I ponder over the collective agreement that was just voted on.

As most of you know, the collective agreement was ratified on November 15, 2017 with an overwhelming 76 percent voting in favor. This is the first time the results have been ratified at such a high percentage in our 50-year history. A testament that members recognized the importance and significance of this collective agreement.

We have gained the following main components: a three (3) year salary increase, no changes to the pension plan, an increase to out of country coverage, an increase to Major Dental services, Hearing aids increased, Uniform entitlements increased to RSO, DSO, and DPO (this one alone was rejected in previous rounds of traditional collective bargaining).

The ultimate question is: "What have we conceded?". I can proudly say there were no concessions made and no losses under the collective agreement.

This is my third round of bargaining with Canada Post. In previous rounds, we made small gains and, I would say, lost a few issues while going through collective bargaining. This time, the Association saw an opportunity to expedite the process, and with good will on the part of both the Corporation and the Bargaining team, we began discussions on how to expedite the process without going into full blown negotiations.

This is the first time since we were accredited in 1967 that we have signed before the expiry of the collective agreement. We are also the first bargaining unit to expedite the process with Canada Post and sign before expiry in the history of Canada Post.

This may have been a one-time opportunity, and we may never see it again. However, I am proud of what we accomplished, and as part of the negotiation team, I say thank you to all of you who took the time to attend the sessions across the country, either in person or through Webex.

Michael Ling

1st National Vice-President



Supporting one another

To echo the message from our National President, we have one constant in our roles and that is constant change and challenge.

The Corporation has now introduced the MMHE training and Promoting Good Attendance training, two areas that fall within my portfolio. We are working with the Corporation to address the concerns of our members and will continue to do so in the coming months.

We continue to see successes in our appeals for STDP benefits for our members and are working diligently to influence the Corporation to work with APOC in resolving these issues without having to always go the "formal" route.

One ask I have is that we all ensure the information we have is accurate and is shared with all concerned, be that member to branch, branch to DVP and onward to the National Office. Always remember that the more accurate the information we, as an Association, have to present to the Corporation, the more likely we are to be successful in defending and representing our members.

In closing, I would like us all to remember that we, APOC, are all one team, from the members on the floor to the branch executives, DVPs and National Officers. We have one goal, and that is to represent the members of APOC to the best of our abilities and to support one another in that endeavor.

Cameron Clay
2nd National Vice-President

GREAT-WEST LIFE ASSURANCE « REMINDER »

A quick overview of the GWL plan. The Basic Plan for :

-Member	\$20,000.00
-Spouse/Partner	\$ 5,000.00
-Children	\$ 2,000.00

Additional Benefits for Members Accidental Death and Dismemberment.

Members can apply for Optional Life Insurance in units of \$10,000.00 to a maximum of \$90,000.00

Change of Beneficiary form and Booklet of Terms and conditions can be found on the APOC website at apoc-aopc.com.

Reminder : Please keep your Beneficiary information up to date.

For any questions: e-mail finances@apoc-aopc.com

To have access to the Life Insurance benefit, you must be a signed up member of APOC.

To become a Member is a simple one time fee of \$5.00. As a member, you have many advantages:

- The right and authorization to attend meetings
- Granting all rights & privileges of membership as outlined in the Constitution
- Representation to any Convention

Also with Great West Life, a Financial advisor is available to you.

At retirement, you can also retain your insurance up to age 65.



Work Challenge Committee Update

In August the work challenge survey reached its conclusion, and the Work Challenge Committee then met in the week starting August 21st to review the data that was collected. Our external consultant was brought in to help us compile the data so we can move to the next phase of our review.

In January 2018, the committee will embark on a 7-city tour in order to conduct coast-to-coast focus groups. This will allow us to complete our review and put the final touches to the business case we will be presenting to the Corporation.

The tour dates are as follows:

- January 13th – 14th – 3 sessions conducted in Toronto, Ontario (locations TBD)
- January 16th – Vancouver, British Columbia (location TBD)
- January 18th – Calgary, Alberta and Winnipeg, Manitoba (location TBD)
- January 30th – February 1st – Committee to review western data and prepare for eastern tour
- February 23rd – Ottawa, Ontario (location TBD)
- February 28th – 29th – 2 sessions in Montreal, Quebec (location TBD)
- March 13th – Halifax, Nova Scotia (location TBD)

Upon completion of the focus groups, the work challenge committee will meet again with our external consultant during the week of March 26th-30th to complete the data review and finalize the business case to be presented to the Corporation.

We would like to take this time to thank everyone who took part in the online survey, as well as all those who will be joining us for the focus groups in the selected locations. Your feedback, input and efforts are invaluable to our team's success.

Rick Williams

National Secretary-Treasurer



Association of Postal Officials of Canada

28 Concourse Gate, Unit 1 Ottawa ON K2E 7T7

Tel.: (613) 727-1310 Fax: (613) 727-5354

Committees

Please note that the National President is part of all Committees.

Standing Committee on Finance:

Committee members are elected at Convention to review and report on all expenditures, operations of the Association and the Auditor's report. The members are:

Kevin Kurtenbach	Pacific
Colleen Gascoigne	Huron
Andrew Watts	Atlantic

Uniform Committee:

This committee reviews uniform/wardrobe issues with the Corporation. Members of the Committee are:

Dawn-Marie Gayle	York
Michele Eydt	Huron

Job Evaluation Committee:

This Committee reviews newly created and current jobs to ensure the evaluation process is interpreted and applied correctly. The Committee is made of:

Lyle Drouillard	Huron
Andrew Hvarregaard	Foothills

Benefits Committee:

This Committee reviews and recommends amendments to Benefits policies affecting Association members. The members of this Committee are:

Cameron Clay	2 nd National Vice-President
Rachel Lafontaine	Ottawa

Association Representative Training Committee:

The Committee's goal is to assess the training needs of APOC representatives, and develop training to meet the identified needs. The Committee consists of:

Rick Williams	National Secretary-Treasurer
Luc Dufresne	Quebec

Serve Committee:

This Committee is to assure consistency in all practices across the country for our members within the Services group. The Committee consists of:

Joseph Blanchard	Atlantic
Alain Lamarche	Montreal
Suzanne Schmidt	Foothills

Sales Committee:

This Committee is to assure consistency in all practices across the country for our members within the Sales group. The Committee consists of:

Dana Leblanc	Pacific
Alain Lamarche	Montreal
Dawn-Marie Gayle	York

Disability Management Committee:

This Committee monitors interpretation and application of the process, and adjusts the process as required. Parties are apprised of any process changes. The Committee is made of:

Cameron Clay	2 nd National Vice-President
Rachel Lafontaine	Rideau

Health and Safety Committee

The mandate of this committee is to monitor the application and interpretation of current legislation and to process changes as well as what the potential impact is on APOC members. Members of the Committee are:

Cameron Clay	2 nd National Vice-President
Rachel Lafontaine	Rideau

Human Rights Committee:

The committee focuses on cases and incidences involving 11 prohibited grounds of Human Rights affecting, or involving APOC members. The Committee is made of:

Cameron Clay	2 nd National Vice-President
Rachel Lafontaine	Rideau

Performance Management Plan Committee:

The Committee educates all parties on the proper adherence and implementation of the principals of Performance Management. The Committee consists of:

Dana Leblanc	Pacific
Lyle Drouillard	Huron

Work Challenge Committee:

The Committee is tasked with identifying the workplace challenges that affect our membership and to evaluate both the amount and difficulty of the work to be performed in order to recommend more efficient practices. The Committee consists of:

Rick Williams	National Secretary-Treasurer
Joseph Blanchard	Atlantic
Liberato Taddeo	Montreal
Dillon Lumsden	York

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Tel.: (613) 727-1310 Fax: (613) 727-5354

At your service

National Officers

President —	Guy Dubois	(613) 727-1310	dubois@apoc-aopc.com
1 st Vice-President —	Michael Ling	(613) 727-1310	ling@apoc-aopc.com
2 nd Vice-President —	Cameron Clay	(613) 727-1310	clay@apoc-aopc.com
Secretary-Treasurer —	Rick Williams	(613) 727-1310	williams@apoc-aopc.com

Divisional Vice-Presidents & Branch Presidents

Tel. / Cell

email address

Atlantic

Divisional Vice-President

Cape Breton —	Joseph Blanchard	(506) 333-1828	blanchard@apoc-aopc.com
Halifax & District —	Robert Kingsbury	(902) 842-2032	kingsbury@apoc-aopc.com
Moncton Regional —	Andrew Watts	(902) 494-4001 X 44220	watts@apoc-aopc.com
Nfld & Labrador —	Beatrice Breau	(506) 381-0222	breau@apoc-aopc.com
Prince Edward Island —	Gail Briffett	(709) 466-1631	briffett@apoc-aopc.com
N.B. West Regional —	Jeff Lupish	(902) 628-4407 X 2003	lupish@apoc-aopc.com
	Marc Gaudet	(506) 260-8260	gaudet@apoc-aopc.com

Quebec

Divisional Vice-President

Quebec —	Luc Dufresne	(418) 454-5521	dufresne@apoc-aopc.com
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Jean St-Pierre

(418) 694-3500 X 43177

st-pierre@apoc-aopc.com

Montreal

Divisional Vice-President

Montreal —	Alain Lamarche	(514) 226-1337	lamarche@apoc-aopc.com
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Liberato Taddeo

(514) 944-6429

taddeo@apoc-aopc.com

Rideau

Divisional Vice-President

Lakehead —	Rachel Lafontaine	(613) 410-6710	lafontaine@apoc-aopc.com
Northern Ontario —	Laura Dorey	(807) 707-1218	dorey@apoc-aopc.com
Ottawa District —	Dale Ratelle	(705) 949-0133 X 2005	ratelle@apoc-aopc.com
	Damon Fletcher	(613) 250-0174	fletcher@apoc-aopc.com

York

Divisional Vice-President

York —	Dawn Marie Gayle	(416) 414-3346	gayle@apoc-aopc.com
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Sandra Burgess

(416) 432-2137

burgess@apoc-aopc.com

Huron

Divisional Vice-President

Greater Niagara —	Lyle Drouillard	(519) 792-3808	drouillard@apoc-aopc.com
Kitchener & District —	Michele Eydt	(905) 961-5794	eydt@apoc-aopc.com
London District —	Bill Hatesohl	(226) 339-6588	hatesohl@apoc-aopc.com
Windsor Regional —	Richard Dinon	(519) 933-3641	dinon@apoc-aopc.com
	Jeff Chausse	(519) 981-0963	chausse@apoc-aopc.com

Midwest

Divisional Vice-President

Manitoba —	Suzanne Schmidt	(306) 501-2507	schmidt@apoc-aopc.com
North Saskatchewan —	Vikas Joshi	(204) 782-6212	joshi@apoc-aopc.com
S.Saskatchewan & W. Manitoba —	Sheryl Dewey	(306) 227-6042	dewey@apoc-aopc.com
	Calvin Besplug	(306) 761-6301 X 16362	besplug@apoc-aopc.com

Foothills

Divisional Vice-President

Calgary —	Andrew Hvarregaard	(780) 554-7796	hvarregaard@apoc-aopc.com
Edmonton —	Malcolm Nevers	(587) 432-2565	nevers@apoc-aopc.com
	David White	(780) 619-9864	white@apoc-aopc.com

Pacific

Divisional Vice-President

Kootenay —	Dana Leblanc	(604) 309-0877	leblanc@apoc-aopc.com
Northern BC & Yukon —	Craig Janzen	(250) 908-1940	janzen@apoc-aopc.com
Okanagan Mainline —	Antoinette Lamarre	(250) 564-9048	lamarre@apoc-aopc.com
Pacific Coast Branch —	Mike Taks	(778) 823-1733	taks@apoc-aopc.com
Vancouver Island —	Steve Gustard	(604) 323-3130	gustard@apoc-aopc.com
Victoria Area —	Lenora Hankey	(250) 741-0561 X 2002	hankey@apoc-aopc.com
	Thomas McClung	(250) 479-0862 X2022	mcclung@apoc-aopc.com

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Beneficiaries - *reminder*

There are many places in life that we have the need to identify next of kin and beneficiaries. Most of these arise from the employment relationship and in our case from membership in the Association.

When we enrolled in these plans we designated the people who will benefit from these plans, but in some cases that was a long time ago. Things change in life events including divorce, marriage, and death of a person who was identified as the beneficiary. When one of these life events happens, people tend not to think of the beneficiaries to their policies, and the failure to change those names has led to some very unfortunate circumstances for those left behind.

Please take the time to review all the situations where you have or should have named a beneficiary to ensure that your current wishes are reflected. By having the proper beneficiaries in place, we avoid having these funds incorporated into our estates and thus tied up in any litigation process.

** As for Quebec residents, the laws are very different. Once a beneficiary is designated, this beneficiary is irrevocable, unless otherwise stated on the beneficiary card.

For change of beneficiary, we welcome you to visit the APOC website at www.apoc-aopc.com and select the following:

- ✓ **Documents for members**
- ✓ **Forms**
- ✓ **Change of beneficiary (form)**

Once the form is completed (dated and signed), you can mail the original document to: APOC 28 Concourse Gate, Unit 1, Ottawa, Ontario K1E 7T7 **or** scan the form and email to: molloy@apoc-aopc.com Linda Molloy – Assistant Finance and Group Services, **or** fax form to: 613-727-5354, attention: Linda Molloy – Assistant Finance and Group Services.

In Memoriam

David Sloan from York ♦ Edward Cheung from Pacific Coast
Deborah Wagg from Northern Ontario ♦ Claude Mc Gee from Montreal ♦

Our most sincere condolences to the family and friends



2017

YULE TIDE GREETINGS

**The National Officers
and Office Staff
would like to wish
all members
and their families
a New Year
filled with peace
and happiness**