

A.P.O.C. GENERAL MEETING – Pacific Coast Branch

April 19th, 2017

Greka's Restaurant, New Westminster

Executive Present: (6) Kevin Kurtenback, Roy Pala, Sabra Bakar, Michael Cheung, Scott McPherson & Ronda Ludwig

Executive Members Absent: Steve Gustard, Liz Jones, Dave Pino, Karla Kennedy & Dana Leblanc

APOC Members Present: (23) Terry Tkaczuk , Maurice Earle, Amos Kambere , Sean Daly , Steven Rizzo, Marnie Davis, Magda Ilie, Trevor Ferris, Dalwinder Dhaliwal, Johanne Vachon , Barney Hong, Sanjay Mahinder, John Taylor, Alex Lau, Wicky Wong, Steve Blanchette & Jeremy Costar.

Motions made to adopt the minutes from the March 15th, 2017 meeting, adopted by Amos Kambere and second by Roy Pala.

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Grievance Officer - Scott Mchperson

Busy month – 18 grievances . 4 vacancies to be filled, most have been filled. 1 to be filled from person at PPC. Question being asked why so many absences not being filled. People were brought in from Vancouver Island to cover for 3 weeks. APOC agreed to have mgmt interview and hire. More could have been filed but didn't. When we meet again if there is no progress then we will file for the non coverage. LR has been sending me plant info. If there are known absences please advise. We will not grieve personal days.

Treasure report – Kevin Kurtenback

Most monies come from dues. 75% stays with national. 25% come to us. \$4500 to \$5000 come to us after all expenses. We have spent \$26,000 so far. Some in meetings, two executives went to training in Ottawa, and the executives get a small salary.

PPC Report- Liz Jones – absent

PPC Report – Sabra Bakar

We had a meeting with management last month. It went well. Majority of the positions at PPC have been filled, a few more on each shift to go. Few bids have been posted. You have three days to bid if you are interested. So get your bids in if you qualify for any of the positions posted. If there are any

non coverage's in your area, please send me an email. Especially if they are known absences where someone is going on a vacation. The position should be covered by a relief. Respect in the work place. We must treat each other with respect. We do that with CUPW, and we cannot forget our own colleagues and peers. We have a lot of term supervisors now, let's help them out. We were all there once. It's not easy so let's help each other along the way.

Carla Kennedy - Absent

Vice President of Sales and Support Report: Michael Cheung

PDT – project looks like it is close to being done. When you go for a project they list how long the project is for.

Ronda Ludwig – for Carla

Fraser valley – Superintendent Mission position posted. Covers all the way to Boston Bar. Mission supervisor position posted.

Vancouver Staffing – Ronda Ludwig

Shortages in staffing. Don't get a lot of applicants. Terms get 2 interviews if you pass the first interview, then another one with the two directors. C&D will be sending four people to the plant.

Half executive positions go up one year and the other half another year. October is when the other positions come up. Next month we will talk again. We will then vote. Then the ballots goes out. We add them up and let you all know the results.

First quarter PMP reviews are happening. Lots of people are having them done. First quarter – lots of people have never had it done. They are having it done. So be prepared for that. So this is being done now because lots of ratings are being turned because the process was not followed. They have to sit down 3 times with you

Grievances – Roy Pala

Meeting with L/R closed off now for 2 ratings. Reviewing the 2 rating- we grieve the process. We will sit down & talk to management. If we say the process was not followed managers are supposed to agree so it should go well. Scott will go to C&D and see what the concerns are. So keep an eye out for him. He will not be coming out to the plant yet. . You must write comments on your PMP. Use the same template. KPI's should not be on your performance. APOC does not have KPI's. This should not be on your PMP. I wrote on mine, KPI does not belong on my PMP. This is your PMP, write your comments. So if there is an issue at the year end, your comments are there. Ask for your soft copy. Tell your superintendent you want to see it.

New Business: Ronda Ludwig for Steve Gustard

Nominations –two positions vacant

Executive assistant – is being back filled

Assistant. Staffing Grievance officer – open for nomination

Nominations also accepted in the next meeting. You need at least 4 meetings to be nominated.

Marnie Davis – nominates Trevor Ferris for staffing grievance officer.

Trevor Ferris – accepted the nomination.

Steve Blancehette nominated Scott Mcpherson for Staffing grievance officer.

Scott Mcpherson accepted the nomination.

Maurice Earle nominated Sean Daly for staffing grievance officer.

Sean Daly accepted the nomination.

Michael Cheung nominated Dave Pino for Executive Assistant.

Dave Pino accepted his nomination.

Trevor Ferris nominated Marnie Davis for Executive Assistant.

Marnie Davies accepted her nomination

Kevin Kurtenback nominates Jeremy Costar for Staffing grievance officer.

Jeremy Costar accepted his nomination.

Marnie Davis nominated Trevor Ferris for Executive

Trevor Ferris accepted his nomination.

Don't forget we will have the big appreciation draw next month. We will count up the times you have attended the meetings and your name will go into the draw the amount of times you have attended the meeting for the past year. So tell your friends, colleagues the big draw is next month.

Meetings- we have tried different days and things. People do not show up. So we are not able to please everyone.

Congratulations to John Taylor for winning the gift card of \$75.00 draw.

Motion to adjourn the meeting.

Steve Rizzo seconded by Roy Pala.

Next meeting: Wednesday, May 17th – 6:00pm
Greka Restaurant
326 Columbia St
New Westminster, BC