

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

February 17, 2017

Greka Restaurant, New Westminster

Executive Present: (9) Liz Jones, Kevin Kurtenback, Sabra Bakar, Carla Kennedy, Steve Gustard, Dave Pino, Ronda Ludwig, Scott Mcpherson & Roy Pala

Executive Members Absent; Michael Cheung, Dana Leblanc

APOC Members Present: (25) Trevor Ferris, Marti-Lynn Curtis, Marni Davis, Isaac Lafontaine, Ramona Jansen, Terry Tkaczuk, Thomas King, Dalwinder Dhaliwal, Dan Elder, Steven Rizzo, Jean Lemonde, Lucy Rowley, Doug Benton, Jeremy Coster, John Taylor, Amos Kambere, Sanjay Mahindru, Tim Grant, Craig Chong, Janine Slack, Johanne Vachon, Barney Hong, Maurice Earle, Lincoln Alexander, Alex Lau

Motions made to adopt the minutes from the January 18th 2017 meeting, adopted by Sabra Baker and second by Roy Pala

Visit Our Web Site” www.apocpacificcoast.com

Steve Gustard- Branch President

Called the meeting to order.

Treasure Report- Kevin Kurtenbach –

Generally we bring in \$5000 monthly in dues, this works out to \$75,000 per year, we have expenses \$59,000 which covers our Monthly members/ Executive/National meetings, salary for executives and training; we currently have \$163,000 in the bank.

PPC Report- Vice President - Liz Jones

Rating are out, there are a few that want to file a complaint. Go to our website and to fill out the forms. They will go to Steve and Roy to go through. If it's a 3-4 then it's on you to talk to your managers, if you are not making any head way let the executive know. 6 vacancy to fill as per the rosters, the corporation is turning 2 Temp relief positions to Perm positions and they are still hiring more terms. Spoke on the HO COMM that was sent to all that reiterated to wear your uniforms.

PPC Report – First Vice President – Sabra Bakar

Reminder to go on the website and obtain the forms to submit your ideas for changes to the Collective agreement Eg was training after bidding to another position.

Fraser Valley Report – Vice President - Carla Kennedy

Not much report besides the weather issue's and they have finally caught up. We have had a Term that became perm out of the area. The Arbitration course was very useful. When you are preparing for a grievance keep all the documentation,(emails, conversations, text, dates, time, locations)

Delivery – Vice President Delivery – Ronda Ludwig

Spoke on the Arbitration Course taken by herself and how it was very intense and informative, was simpler to preparing for a court case. Managers that are giving you leave over and above the vacation leave, there is a possibility that there will be no coverage so your cells will not be covered. 3 perms were hired and we have 2 vacancies.

Grievance officer – Roy Pala

We have 7 grievance for 2017 and others possibly going in. Staffing is good. We have cleaning all the old. 2015 PMP 2 rating have been paid out. Encouraged to go online to fill out the forms for our new CBA. One to have a look at is Article 41 Seniority. We want to try this round to change the idea of those coming from other bargaining units to carry their Seniority with them to APOC. Eg. Perm CUPW member with a 1990 seniority that were Term APOC and started in their APOC assignment in 2016. If they been promoted to APOC permanently they will bring their original seniority with them to APOC B list. This can also effect some of eh members bumping rights. We want to try and change this for future hires from other bargaining units.

Sales & Support – President – Michael Cheung (Absent)

No Sales report

Staffing – Scott McPerson

1 potential grievance that we are dealing with managers on. I hasn't had anything come to him, please bring any vacancies forward.

Motion to accept report

Accepted by Carla Kennedy and second by Steve Rizzo

Steve Gustard New Business:

This round of negotiations will not be easy from what we are hearing from Head Office. Encouraged to put the forms for your ideas for changes to the CBA, the deadline for the executives is the end of the Month, please get them in to Steve and Roy.

Interview Notices are not being given and/or APOC is not being informed, especially at the PPC. They are interviewing members without giving them an interview notice. The CPC can talk to us at any time, however if they pull you into an office and if there are now 3 of you and you then receive a letter this is considered an interview. They need to give you and APOC 24 notice as well. We want to be sure we protect the members and not have them say something that may not be favorable.

Questions to the Executive:

Sales Level 2 (SL2) that is demoted to SL1 , Could they go back to SL2 if there was an opening?

Executive will look into the answers..

Superintendents doing Supervisor work. Is there a boundary?

A - Does it happen regularly? Or are they helping you. If it continues to happen then let us know. Also make sure that it doesn't go against you on your performance review as you not being able to handle your duties.

Congratulations to Ramona Jenzen for winning the \$75.00 gift card.

Next meeting: Wednesday, March 15th – 6:00pm
Greka Restaurant
326 Columbia St
New Westminster, BC

Our association is only as Strong as the Membership! Please participate by attending
General and Special Meetings