



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

June 28, 2017

Boston Pizza, New Westminster

Executive Present: (9) Kevin Kurtenback, Roy Pala, Sabra Bakar, Michael Cheung, Scott McPherson & Ronda Ludwig , Dana Leblanc, , Dave Pino & Carla Kennedy

Executive Members Absent: Steve Gustard. Liz Jones

APOC Members Present: (21) Sean Daly , Steven Rizzo, Marnie Davis, Chris Oliver , Trevor Ferris, Sanjay Mahinder, John Taylor, Alex Lau, Jeremy Costar, Kirti Joshi, Isaac Lafontaine, Barney Hong, Johanne Vachon, Raj Dangol, Dalwinder Dhaliwal, Shannon Hope, Janine Slack, Tom King, Brian Kelly, Fraser Young, Andrew Rooker

Motions made to adopt the minutes from the May meeting, adopted by Sabra and second by Michael Cheung

Visit Our Web Site” www.apocpacificcoast.com

Staffing Grievance Officer - Scott Mchperson

Following up on the Non coverage grievances. Advised the plant to email Scott with any non-coverage. Continues to see many inn C&D.

Treasure report – Kevin Kurtenback

Most monies come from dues. 75% stays with national. 25% come to us. Roughly \$4500 come to us after all expenses. We have spent \$27,000 so far. Some in meetings, two executives went to training in Ottawa. We have 170K in the bank.

PPC Report- Liz Jones/ Sabra Bakar

We are looking at the bidding timelines in the plant. PC&R states that the one year starts at the date we report, and that is not sufficient enough. We are still discussing the issue with Director and Management. C&D follow the rule of the day they are awarded the position as to when the 1 year starts. Make sure you advise your Superintendent that you don't have time to complete the MSIP, Observations etc as they are part of your PMP's. Always ask if you don't understand what is expected of you.



Bullying and Harassment by CUPW Members against APOC has been escalating and there seems to be a pattern on #2 shift plant. Please be certain to notify the management team if this occurs. If there are any situations where any of our members names are part of a CUPW notice that reflect us in a negative way, please notify the management, your local APOC and our DVP.

If you feel a conversation taking place between you and management is going to be uncomfortable, you have your rights to an APOC rep.

Fraser Valley Report – Vice President - Carla Kennedy

One open position in the FV. PMP are coming up please let us know if you have any issues.

Vice President of Sales and Support Report: Michael Cheung

2 PT trainers are back into their home positions. We had Ken McCulloch retire from raining and Shannon Hope was awarded the position. PMP's let him know if you have any issue's

Grievances Officer– Roy Pala

We are at a standstill with the 2016 for PMP's 2 rating with CPC. We are waiting for CPC to meet. There are only 7 that we are presently dealing with. It's important that we stay on top of the staffing grievances. If there is no resolution then we recommend it to the higher levels, and that is when our DVP will take it to Arbitration. We would prepare the case for the DVP to present with all the facts. Arbitration rulings are setting the accountabilities.

DVP – Dana LeBlanc,

The hiring “freeze” was more to due with us as APOC trying to resolve the situation in the RMO office. There were 2 position that were being deleted and nationally we could not have permanent members being left without a job while we were promoting Term to Perm employees.

We as the Executive have the duty to represent all the members under us. We have to treat every situation different however represent them all equally. When the time does come, we try to keep you employed.

Expression of Interest (EOI). There was a situation where a member that was on the EOI for an OP3 day shift position in the plant needed to fly out of country due to a family emergency. They did not have time to put an out of office on his email and while they were away an offer came forward from HR. As HR was not aware of the member's situation and as there was no response back, they posted the position for competition. APOC was made aware of the issue and it took the DVP to speak with the director of HR for this to be successfully reversed. With that said this will be the one and only time that CPC will reverse their decision on EOI. This was in no way a precedence setting case. Please make sure you have an out of office on your email as HR will pause the process until the member returns. Negotiations are going very well so far.



Delivery – Vice President Delivery – Ronda Ludwig
New Business: Ronda for Steve Gustard

Nominations –two vacant positions open for nomination

First VP , Plant and Staffing Grievance officer.

This will be a mail out vote. Ballots will go out to all members in good standing. Those that have not yet filled out their membership application cards please visit the Pacific Website and print the application form and have it sent to Dave Pino.

All the details will be on the mail out ballots.

Today is the final day for further nominations. You need at least 4 meetings to be nominated.

First VP , Plant we have the following nominations

Sabra Bakar, Dave Pino, Marnie Davies, Trevor Ferris

Grievance Officer we have the following nominations

Trevor Ferris, Scott McPherson, Sean Daly, Jeremy Costar

A committee was chosen by volunteer. 2 members from the executive committee Roy Pala and Michael Chung along with a non-executive member Tom King. They will be responsible to count the votes once they are all in.

Roy Pala , Motion to adjourn the meeting , adopted by Sean Daly and second by Dave Pino

NEXT MEETING will not be until September 20th, 2017. Have a great summer.