



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

October 24, 2018

Greka Taverna, New Westminster

Executive Present: (9) Dalwinder Dhaliwal, Trevor Ferris, David Pino, Scott McPherson, Carla Kennedy, Ronda Ludwig, Michael Cheung, Kevin Kurtenbach, Dana LeBlanc

Executive Members Absent: (2) Jeremy Costar, Kirti Joshi

APOC Members Present: (20) Marti Lynn Curtis, Steve Blanchette, Taras Tkaczuk, Jason Lim, Johanne Chin, Barney Hong, Wicky Wong, Beck Bisek, Lauri Preston, Fraser Young, Alex Lau, Liz Jones, David Linde, Andrew Szabo, Dan Elder, Gabriel Deluncrezia, Miguel Bastarrachea, Sanjay Mahindru, John Lau, Sal Singh

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Rhonda Ludwig - Branch President

- Called the meeting to order.
- Motion to adopt the last meeting's minutes – seconded by Dalwinder Dhaliwal.
- Nominations for 4 Executive Positions – second opportunity for nominations and results where candidates were acclaimed.
 - Vice President Sales & Support
 - As per by laws, the candidate must be from Sales & Support (L&D, RMO, DSO) and thus Alex Lau did not qualify for candidacy and as there were no other candidates,
 - Michael Cheung is acclaimed as Vice President Sales & Support
 - First Vice President (PPC)
 - Trevor Ferris is acclaimed as First Vice President (PPC)
 - Grievance Officer
 - As per by laws, the candidacy is not limited to be “from the Plant”.
 - David Pino was nominated for this position by Michael Cheung/seconded by Ronda Ludwig. Trevor withdrew his candidacy for this position.
 - David Pino is acclaimed as the Grievance Officer.



- President
 - There were no new nominations for the President position. A ballot will be send out to the membership with the following candidates:
 - Ronda Ludwig
 - Scott McPherson
 - Jeremy Costar
- Please note that the Election Committee will organize to prepare ballots and mail it out to membership.

Kevin Kurtenbach - Treasurer

- The Union Dues collected from APOC members – 75% is kept by National and 25% is given back to the Local.

Trevor Ferris – Grievance Officer (PPC)

- Had 3 grievances heard for bypass, 2 were paid.
- EOL grievance still being worked out.
- Please note that if you're working on Core related activities from home, you must get permission in writing (email) in order to get paid overtime – if you do not have approval, you will not be get paid the extra hours. We have filed 4 grievances in reference to this.
- Please note that we all need to respect the Confidentiality relating to when members need representation
 - Don't share information relating to a 24-hour notice with others.
 - Don't ask your Executive about updates on cases not relating to you.

Scott McPherson - Grievance Officer

- Of the 5 grievances files, 1 has been paid and the others haven't been resolved yet.
- Payment is reflected on your regular cheque.
- There is another grievance relating to a suspension of one of members that will be heard tomorrow.
- Please note that we only have 10 days to file a grievance upon notice. Please contact myself or Trevor on Day 1.

Jeremy Costar – Vice President – (Fraser Valley Report)

- Absent.

David Pino – First Vice President (Plant)

- Update on positions filled in Plant.



Michael Cheung – Vice President (Sales & Support)

- Nothing much to update other than Fleet Safety Officer retirement.
- Please be aware that if you are using Corporation Credit Card, you must pay it off monthly and cannot carry a balance on it.
 - Carrying a balance constitutes misuse of the Corporation Credit Card.
 - Also, if you use it for personal reasons and don't pay it off in full, it will come to the attention of the Corporations.
 - You can get fired for it!

Carla Kennedy – Vice President Delivery (Delivery)

- New Travel Policy has come into effective since Aug 24, 2018 – please keep track of cases where your Team Leader is not following the Travel Policy. There will be a Policy Grievance to arbitration in future.
- Please note that every situation is different when dealing with employees who may be going through rough times in personal lives.

Dana Leblanc – Divisional Vice President

- A memo has been signed with CPC to create a bubble of supervisors (“Relief Pool”).
- There will be 21 positions created – this is a big financial commitment by the Corporation.
- This will address the overtime for CPC (15,960 hours of overtime worked at x2 rate).
- We agreed to drop the 192 staffing grievances to get this agreement.

New Business:

- A MOA has been signed (Oct 18, 2018) for the Over Compliment Relief Pools – this is 21 positions in total of which 12 are for the plant and 9 are for the delivery pool.
 - The first step of this was Term to Perm and this has been completed as of Sep 2, 2018.
 - The second thing that we agreed upon and implemented was that all hiring of APOC for the foreseeable future will be as permanent employees - thus attracting more interested candidates.
 - The next step was to create a relief pool – which has been done (Oct 18, 2018) with a total of 21 new positions.
 - This process will create more stability within the Depots and the Plant. Also, this will stop the Corporation from expecting supervisors to cover more than their own section or cell.
 - When hired into the Relief Pool:
 - First in, First out. Take the 1st job offered. Released if you don't want the job.
 - Hired permanent with 6 month probation.
 - No picking and choosing as in case of Terms to Permanents by directors.
 - Relief Pool supervisors will roll up to the PC&R Manager.
 - Will not be able to bid on a position until moved out of the Relief Pool.



- One year “locked into” starts once you leave the pool.
 - This MOA covers only our local.
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- Our last meeting with the Corporation went well with the following key takeaways:
 - EOL lists in PPC.
 - Work with APOC and PC&R to stop movement of indeterminate supervisors who do not hold a relief positions (at PPC) and changing their RDOs.

Motion to adjourn the meeting by Rhonda Ludwig.

- Accepted by David Pino.

Next Meeting – November 21, 2018 @ 18:00 - Location to be determined.