



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

**February 20, 2019**

Taverna Greka, New Westminster

**Executive Present:** (7) Dalwinder Dhaliwal, Ronda Ludwig, Trevor Ferris, Michael Cheung, Scott McPherson, Kevin Kurtenbach, Jeremy Costar

**Executive Members Absent:** (2), Carla Kennedy, David Pino

**APOC Members Present:** (18) Terry Tkaczuk, Ravinder Sidhu, Shalesh Singh, John Lau, Barney Hong, Johanne Chin, David Linde, Alex Lau, Sanjay Mahindru, Lauri Preston, Aman Grewal, Wicky Wong, Lucy Rowley, Jean Lemonde, Trevor Henderson, John Taylor, Pamela Finlayson, Katherine Oh

**Visit Our Website:** [www.apocpacificcoast.com](http://www.apocpacificcoast.com)

**Visit Our National Website:** <https://www.apoc-aopc.com/>

### **Ronda Ludwig - Branch President**

- Called the meeting to order.
- APOC National Convention will be held in Calgary during the week of July 13<sup>th</sup>, 2019. APOC Pacific will have an opportunity to take one member to this convention provided they have attended the required number of meetings in previous 1 year period (including today's meeting) as dictated by our local constitution. Convention is 3 days plus 2 travel days – you will request Union Billed Leave for this period (no, it cannot be denied). You will participate in all activities except official voting on changes to the constitution.

### **Carla Kennedy – Branch Vice President**

- Absent.

### **Kevin Kurtenbach - Treasurer**

- We have ordered some items with APOC Pacific Logo to give away at the meetings instead of a gift card (we will have some blankets and bags to give away). So this will be the last Gift Card draw for the time being.
- The Union Dues collected from APOC members – 75% is kept by National and 25% is given back to the Local. These dues are used to cover Executive stipends and other expenses (travels to meetings & conventions, meetings, computers, maintaining our website, etc). The remainder of the money is deposited into our bank account.

### **David Pino - Grievance Officer**

- Absent.



### **Scott McPherson - Grievance Officer**

- Please remember to involve APOC if you're ever issued a 24-Notice or given disciplinary/non-disciplinary letters. We are working with very tight timelines to file a grievance and need to be informed immediately so we could start our investigative process.
- APOC doesn't win all the grievances but we definitely lose 100% of ones that we don't file!
- In C&D, we had filed 2 grievances – one has been settled and the other is pending.

### **Trevor Ferris – First Vice President (PPC)**

- There were no new grievances filed since last meeting – there was going to be one but it got resolved in favor of our member (corporation apologized). There are 6 grievances pending to be decided on by local LR.
- We are still waiting for the Corporation to come back to us on grievances related to EOL – apparently, the proposed process relating to EOL has been referred to CPC National LR. We will be following up on its progress.
- Please make sure that you're reviewing EOLs on a regular basis to ensure you're being offered overtime opportunities. We have been made aware of an employee being bypassed 7 times – we will be grieving to resolve this matter.
  - The EOL binders should be available in the Control Room or ask your supervisor for its location.
  - A bypass doesn't necessarily mean that you'll get paid for missed opportunity – there is a 20 day threshold that the corporation can ask you to work overtime provided it is meaningful and over and above the required.

### **Jeremy Costar – Vice President (Fraser Valley)**

- No new updates.

### **Michael Cheung – Vice President (Sales/Support)**

- Please note that if you will be challenging your PMP 1 or 2 rating, there is a form on APOC Pacific website. You will need to complete this form and provide supporting documents.
- APOC Scholarship – have been awarded to Stephanie Ell and Katelyn Kennedy. They will each receive \$500 to help with their post-secondary education. Congratulations to both of them and their parents!

### **New Business:**

- 2018 PMPs – please note the process for challenging your 1 or 2 ratings:
  - You will need to download and complete the form available at the APOC Pacific website. You will need to provide documentation as to why the rating should be grieved – look for any emails where your efforts has been recognized (“kudos on doing a great job”).
  - All your paperwork needs to be submitted by end of March for a review by Executive. If it all looks in order, it will be presented to APOC Pacific DVP (Dan Leblanc) to take it up with the corporation.
  - It can take several months to hear the result of a ratings challenge.



- Currently, at PPC, we have had 3 members resign their positions and 1 dismissal. This is quite shocking and may point out to deficiencies with the corporation. We have requested that HR do exit interviews with those leaving the corporation.
- New Supervisors – please be aware that you should be getting your monthly reviews (for first 6 months). Please remember that your employment is conditional on passing the probationary period. If you're not getting your reviews every month, please address this with your supervisor and document it as well.
  - Your reviews should have a gap of month (not just couple of weeks!).
  - Not passing 3 reviews can lead to dismissal of your employment.
  - You can request for a presence of APOC executive/rep when meeting for reviews.
  - When you receive these probationary reports, please include your comments on it prior to sending it back to your supervisor (ie, note what you have done, your strengths, and ask specifically what you need to do to improve and you must work on it – goal is to show that you “did exactly what you wanted”).

**Gift Card:**

- Alex Lau won the gift card.

**Motion to adjourn the meeting by Rhonda Ludwig - accepted by Scott McPherson.**

**Next Meeting – March 20, 2019 at 18:00. We will meet at Taverna Greka, New Westminster.**

