



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

**January 16, 2019**

**Ricky's All Day Grill, Surrey**

**Executive Present:** (6) Dalwinder Dhaliwal, Ronda Ludwig, Trevor Ferris, David Pino, Michael Cheung, Carla Kennedy

**Executive Members Absent:** (4) Scott McPherson, Kevin Kurtenbach, Jeremy Costar, Kirti Joshi

**APOC Members Present:** (20) Johanne Chin, Barney Hong, Trevor Henderson, Aman Grewal, Ryan Chimilar, Harpreet Parhar, Terry Tkaczuk, Navneet Gill, Fraser Young, Isaac Lafontaine, Marti Lynn Curtis, Carrie Beler, Marnie Davis, Dana LeBlanc, Janine Harms, John Taylor, Katherine Oh, Alex Lau, Ravinder Sidhu, Sanjay Mahindru

**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.
- Ronda Ludwig was the successful candidate for the Branch President position.
- 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 required number of meetings in previous 1 year period as dictated by our local constitution. Convention is 3 days plus 2 travel days. You will participate in all activities except official voting on changes to the constitution.

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

- We have been focussing on keeping our website updated. If you have suggestions for desired content, please reach out to one of the Executive Members.
- Scholarship Application deadline will be extended to January 31, 2019 as the original application required an address update. An email will be send to our membership to remind of this. Your completed applications can also be submitted via email to a member of the Scholarship Committee.
- The Scholarship Committee members are: Carla Kennedy, Michael Cheung, and Trevor Ferris.

### **Kevin Kurtenbach - Treasurer**

- Absent.

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



- Absent.

**David Pino - Grievance Officer**

- No updates at this time.

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

- We have filed 14 grievances – 7 of these related to CPC moving incumbents out of their position to cover another section.
  - If you're asked to move out of your position to cover another section, please make your concerns known to your superintendent/manager and go if given a direct order.
  - Directors have expressed support of not moving incumbents.
- 2 Grievances related to Letters of Reprimand – 1 has been removed.
- 1 Grievance related to a 3 day suspension – has been reduced to 1 day suspension.
- 1 Grievance relates to technical – CPC not informing APOC at the time a 24 Notice/Letters are being given. This impacts our response to meet required timelines.
- Please note there appears to be a new focus on “Accountability” – doing everything you're supposed to be doing!
  - Please make you're making your immediate supervisor aware if you're not getting the support that you need to do your job successfully.

**Kirti Joshi – Second Vice President (PPC)**

- Absent.

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

- Absent

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

- A new trainer position has been created (still under negotiation) – it will focus on Fleet Training but not limited to it.
- The position will be staffer with candidates on the Transfer List – as there is no “internal” interest in bidding for it. An email will go out for anyone interested in putting their name on the Transfer List and you'll have 3 days to respond to it.

**New Business:**

- There appears to be a trend that Reliefs are not being trained in different work areas and rather incumbents are being moved to cover other sections. Also, there appears to be Reliefs asking to be taken off the knowledge list – this is for CPC to manage.
  - If you're being asked to manage a section other than your incumbent position, please understand that you don't have to move. But upon being given a direct order, please move as directed and grieve it later.
- Currently, at PPC, we have a surplus of 3 supervisors as a result of Annex shutting down and reduced operation at PIF.



- Article 44.6 of the Collective agreement details the prioritized displacement procedure that must be followed.
- At the moment, PIF is still considered a separate Office and thus for positions at PPC, employees on the priority list at PPC get first preference over the employees on the priority list at PIF.
- Please also be aware that as a surplus employee, you can be offered a position in C&D as well.
- Separate Sort and Delivery (SSD) pilot testing at North Fraser Depot – no indication of expanding this at the moment. In Ottawa it took about 3 months to make the process flawless. The sorting group does not go home once their sortation work is done – they work on next days after.
- On Streets/Safety Checks expectations – there appears to be different expectation among what PMP states versus what some managers/directors expect.
- Dana’s message:
  - If you will be challenging your PMP rating, you will need to download the Appraisal Investigation Form from APOC Pacific website and send the completed form and supporting documents to Ronda Ludwig. Please refer to APOC National website for “Time Lines for Individual Grievances”.
    - The process outline is hearings at Supt/Manager Level, Director Level, DVP Level
    - For 2018, we were able to overturn 6 “2 ratings” due to Technicality and another 5 were overturned at DVP Level.
  - 2019 PMPs – you need to be displaying behaviours to achieve goals – not necessarily if you’re successful in attaining a certain target.
    - Keep track of any challenges along the way – suggest that you start noting down on your calendar daily.
  - Plant organization changes have been requested by CPCs and so far we have had 5 meetings and we’re winning some battles (29 changes were requested and we’re down to 12 changes at PPC).
  - Pacific really did well at Sales Recognition Awards held recently.
  - We’re foreseeing that Pool Positions will stay for long-term.
  - National will be filing a policy grievance regarding Travel Policy. If you’re having issues with your KM payment, please let your representatives know (Ronda and Scott) so that we can add to this grievance.
  - APOC National Job Evaluation Committee has presented their report to Jessica McDonald. CPC has not made significant change in APOC numbers while CUPW numbers has gone up.

**\$75 Gift Card:**

- A draw as not held.

**Motion to adjourn the meeting by Rhonda Ludwig - accepted by Dalwinder Dhaliwal.**

**Next Meeting – TBD.**