



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

June 19, 2019

Taverna Greka, New Westminster

Executive Present: (10) Michael Cheung, Dalwinder Dhaliwal, Trevor Henderson, Trevor Ferris, Jeremy Costar, Kevin Kurtenbach, Ronda Ludwig, Scott McPherson, David Pino, Carla Kennedy.

Executive Members Absent: None.

APOC Members Present: (15) Dana Leblanc, Sanjay Mahindru, John Taylor, Johanne Chin, Barney Hong, Shalesh Singh, David Linde, Terry Tkaczuk, Christian Atlinger, Wicky Wong, Isaac Lafontaine, Marti Lynn Curtis, Sebastien Bernier, Liz Jones, Navneet Gill

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

Ronda Ludwig - Branch President

- Called the meeting to order.
- At PPC, we had 3 resignations in May – reason for leaving included lack of training provided, better job offer elsewhere.
- One retirement in C&D and one pending retirement at PPC at the end of the month.
- 2-rating – managers were approached but didn't overturn any 2-ratings. Our next step is to proceed formally with CPC and meetings have been arranged.
- Dana: We have a national grievance in regards to the Travel Policy (interpretation of the policy is different from CPC and APOC). If you're facing any challenges with the application of Travel Policy to your submitted claims, please reach out to an Executive Member as we might be able to attach your grievance to the national one.

Carla Kennedy – Branch Vice President

- Please note that when you're doing online training (i.e. Mental Health), please make sure that you are getting support from your superintendents/managers.
- You should be training on CPC time and should be able to set aside time "off floor" to complete the required training.

Kevin Kurtenbach - Treasurer

- The Local receives 25% of Union Dues collected by APOC - 75% is kept by National.



Michael Cheung – Vice President (Sales/Support)

- There were two employees selected to assist STV Training for non-Metro Vancouver areas but the assignment ended up being Metro Vancouver and not the rural areas at this time.

David Pino - Grievance Officer

- No updates at this time.

Scott McPherson - Grievance Officer

- One grievance to be filed.
- Please remember when you're training at PPC, please follow the Travel Policy and ensure that you're compensated for either time or mileage if applicable.

Jeremy Costar – Vice President (Fraser Valley)

- Please be aware that if CPC holds an investigative interview with an APOC member in regards to a complaint from CUPW member, the process may repeat at a later time in case the CUPW member does not agree with the findings.
- The first meetings usually involve Manager, HR, APOC Member, APOC Executive and the subsequent meetings may involve outside counsel/impartial third party.
- The third party provides recommendations based on their investigation – CPC does not need to agree with their recommendations.

Trevor Ferris – First Vice President (PPC)

- Two grievances have been filed in regards to moving employees from their substantive position.
- A first level grievance hearing was held but the corporation denied the requested resolution. We will move forward to an expedited arbitration as next step.
- EOL concerns from across all three shifts. CPC had forwarded the recommendations to their Calgary Labour Relations. Ronda will address the delay in resolving this with the directors.
- In the meantime, please address issues relating to missed overtime opportunity with your superintendent/manager right away. And make sure you are listening to your Radio (PPC) when the overtime is being called.

Trevor Henderson – Second Vice President (PPC)

- We have just held an initial class with four supervisors (with hiring dates of 2 weeks to 6 months).
- Some of the feedback/takeaway has included: gaps of knowledge due to inconsistencies in how these new employees are getting on-the-job training; employees being reprimanded for not following proper process; managers not calling the new employee prior to their first day on the job; lack of IMS, etc. training at Core.

New Business:

- Please ensure that you are compliant to CPC Uniform Policy.
- Items from the Corporate Pride Catalogue does are not to be considered as compliance to the uniform policy.



- You're entitled to \$260 every 2 years for footwear. Please consult with your manager in case you're replacing your footwear and spending over the entitled amount.

Motion to adjourn the meeting.

Next Meeting – Wednesday, September 18, 2019 at 18:00 – place To Be Determined.