



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

March 27, 2019

Taverna Greka, New Westminster

Executive Present: (7) Dalwinder Dhaliwal, David Pino, Kevin Kurtenbach, Trevor Ferris, Carla Kennedy, Ronda Ludwig, Scott McPherson,

Executive Members Absent: (2) Michael Cheung, Jeremy Costar

APOC Members Present: (18) Kirti Joshi, Marti-lynn Curtis, Jean Lemonde, Lucinda Rowley, Jason Lim, Terry Tkaczuk, Isaac Lafontaine, David Linde, Miguel Bastarrachea, Pamela Finlayson, Roy Pala, Trevor Henderson, Sabra Bakar, Johanne chin, John Taylor, Dan Elder, Sreedhar Ankireddy, Katherine Oh

Visit Our Website: www.apocpacificcoast.com

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

Ronda Ludwig - Branch President

- Left the meeting early.

Carla Kennedy – Branch Vice President

- Please note that members below have been appointed to following Executive Positions (until next elections are held):
 - Carla Kennedy – Branch Vice President
 - Jeremy Costar – Vice President Fraser Valley
 - Trevor Henderson – Second Vice President PPC
- Terry Tkaczuk has been selected to attend the APOC National Convention being held in Calgary during the week of July 13th, 2019. During the National Convention is an opportunity to amend the National Constitution and as well as elect National Executive. Terry will participate in all activities except official voting at the Convention.

Kevin Kurtenbach - Treasurer

- The Union Dues collected from APOC members – 75% is kept by National and 25% is given back to the Local. These Local uses this money to cover for expenditures related to Executive stipends, Local Meetings, maintaining our website, office supplies, and other expenses (travels to meetings & conventions, etc).
- We will be giving away 2 items APOC Pacific Logo (instead of a gift card) at the end of this meeting.

Jeremy Costar – Vice President (Fraser Valley)

- Absent.



Michael Cheung – Vice President (Sales/Support)

- Absent.

David Pino - Grievance Officer

- 2018 PMPs – please note the deadline for challenging your 1 or 2 rating is March 31, 2019. 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 have been recognized (“kudos on doing a great job”).
 - For a 2 rating challenge, all your paperwork needs to be submitted by March 31, 2019 to Ronda Ludwig or another Executive Member.
 - For a 1 rating challenge, all your paperwork needs to be submitted to Dana Leblanc.
 - In the past, we have had good success in turning over the ratings.

Scott McPherson - Grievance Officer

- A grievance has been filed for a dismissal of one of our members at the Plant.
- As we currently have MOA with the corporation (in regards to creating/staffing Relief Pool positions), no staffing grievances are being filed.
 - But please do note that if you’re being overburdened with work at your facility, you should ask your superintendent/manager to prioritize your work. Look for direction as to working overtime or postponing some work.
- Please don’t forget to make APOC aware right away, 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.

Trevor Ferris – First Vice President (PPC)

- Moving APOC members from their substantive position to cover other positions has decreased significantly at the Plant (at least on Shift #2). The directors have conveyed that they are not in favour of this practice. If you’re experiencing this, please make sure that you’re make APOC aware so it can be addressed.
- Core Training – please keep in mind that you should be allotted time during your workday to complete Core Training related activities. If you’re asked to complete these tasks away from work, this time should be charged as overtime to CPC. But you must get it in writing that you’re being asked to complete these tasks on your time away from work and will be compensated as such. Otherwise, your time will likely not be compensated and can’t be grieved.

New Business:

- Please note that March 31, 2019 is hard cut-off if you’re planning to grieve your 1 or 2 rating for 2018 PMPs. Any requests received by the Executive after that will not be considered.
- Please note that you should never intercept your personal mail at CPC facility (ie. Plant or Depots). We have been made aware of such occurrences and our members have been disciplined.
- Also, please do not have personal mail items addressed to yourself at work (ie. Amazon deliveries).
- As a general reminder, please prepare yourselves for 2019 PMPs with some helpful suggestions:



- Set up a folder in Outlook so you can move any emails that you receive that may indicate you're going above and beyond your call of duties.
- Some employees have had success in making Entries in Outlook Calendar to note down any activities they're involved with beyond the call of duty – training a peer, etc.
- Also, you may ask your Superintendent/Manager to start a PIP for you in case there's something that you would like to learn – PIP doesn't need to be a negative thing! This can also hold your superintendent/manager accountable to assist you in achieving your goals.
- Also, always, please add your comments to PMP – to show your disagreement with the assessment/rating or your disagreement with an "assigned" collaboration.

Gifts:

- Terry Tkaczuk (blanket) and John Taylor (bag).

Motion to adjourn the meeting by Carla Kennedy - accepted by Dave Pino.

Next Meeting – April 17, 2019 at 18:00. We will meet at Tandoori Flame, Delta ([Map](#)).