



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

September 18, 2019

Taverna Greka, New Westminster

Executive Present: (9) Dalwinder Dhaliwal, Kevin Kurtenbach, Carla Kennedy, Michael Cheung, Jeremy Costar, Trevor Henderson, Trevor Ferris, David Pino, Ronda Ludwig.

Executive Members Absent: (1) Scott McPherson.

APOC Members Present: (16) Dana Leblanc, Liz Jones, David Linde, Karl Palazoff, Karen Powlik, Gabriel Delucrazia, Andrew Szabo, Barney Hong, Wicky Wong, Linette Plant, Anna Jakubowski, Jean Lemonde, Lucy Rowley, Tim Grant, Miguel Bastarrachea, Maurice Earle.

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

Ronda Ludwig - Branch President

- Called the meeting to order.
- Proposed Notice of Motion to change APOC Pacific Local Constitution (Article 7 – Branch Officers) as follows:
 - Grievance Officer Position to be renamed as Grievance Officer Collection and Delivery.
 - Staffing Grievance Officer Position to be renamed as Grievance Office Plant Operations.
- The proposed change will allow for better representation of membership as the 2 officers will be more familiar with the issues in their areas of knowledge. Sales and Support staff can approach either person in case they need any support.
- Asked for any objection to proposal – no one objected to the change.
- Proceed with the change – 1st (Dana Leblanc); 2nd (Wicky Wong).
- The remainders Articles of the Constitution will be updated to reflect this change.
- Next week, we are looking at supervisory shortages of 11 in C&D and 21 in Plant. The plan will be to bring those on “projects” back to operations in November to assist with the Peak Operation.
- APOC has asked CPC to conduct Exit Interviews with the supervisors leaving CPC. So far it appears to be that they are leaving because of: non-support, lack of training/onboarding/Plant culture.
- APOC has now updated the logo and it was revealed at the National Convention in June.

Kevin Kurtenbach - Treasurer

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



Carla Kennedy – Branch Vice President

- Taking breaks!
 - As Team Leaders we're expected to be on the lookout for well-being of our direct reports. But let's not forget about ours as well! Often we are caught up in taking care of others, that we forget about ourselves. Please remind yourselves and ensure that you set aside time for your break.
- CPC has new service provider (Homewood Health) for the EAP including mental health support services. Please visit their website and take advantages of various services they provide – including online content.

Michael Cheung – Vice President (Sales/Support)

- Whenever you're doing your expenses please make sure that you're being honest. Submitting untrue expenses can lead to discipline and/or termination.

Trevor Henderson – Second Vice President PPC

- Onboarding of new supervisors – training has slowed as Operations unable to release supervisors for training due to shortages.
- Dana Leblanc:
 - CPC has commissioned at national level to put an onboarding project together for Plants (as in C&D).
 - CPC has recognized the value and need for this type of training. This will be coming out in near future.

David Pino - Grievance Officer

- Delivery Systems Re-Architecture (DSRA) initiative – will replace legacy addressing, collections and delivery systems; using PDTs to record and process log sheets and point of call update requests.
 - On September 30, 2019, a new Point of Call Update Request application will be introduced on the PDT, replacing the current Edit Book process.
 - All point of call updates made on PDT will immediately flow to a Supervisor's TASK Console.
 - Once the Supervisor has entered the data in AIM and closed the task, the request status will be updated on the PDT. The route details will be updated the Monday after the update was made in AIM.

Scott McPherson - Grievance Officer C&D

- Absent.

Jeremy Costar – Vice President (Fraser Valley)

- Never assume.



Trevor Ferris – First Vice President (PPC)

- Moving a supervisor from their substantive position. If you're being moved from your home position, please ensure that you speak up and say no; tell your manager/superintendent that you're in disagreement with it.
- Two grievances have been resolved with the Letter of Expectations being removed from the files.
- EOL (PPC) – new process has been finalized and will be in place over the next couple of weeks.
 - PPC will be considered as One Office and thus EOL for Operations and Transportation will be combined.
 - Transportation will be assigned highest opportunity on the list.
 - Superintendents (OP2s and OP3s) to have a separate EOL list – they will start with “0” opportunities.
 - PIF will have their own EOL list.
- PIF will also be considered the same Office as PPC. There will no longer be a need to be on a Transfer List to bid for a position at the PIF.

Dan Leblanc – Divisional Vice President (Pacific)

- A congratulations to the local for putting forth a motion to amend the National Constitution that was accepted at the National Convention in June whereby the smaller branches will get a bigger share of the dues collected in their areas (instead of 25% previously). This change will allow the smaller branches to send more than one person to Presidents Meetings or National Convention – with the previous model, this was impossible due to lack of funding.

New Business:

- Nominations for the following Executive Positions:
 - Branch Vice President
 - Dave Pino (nominated by Trevor Ferris; seconded by Jeremy Costar)
 - Carla Kennedy (nominated by Michael Cheung; seconded by Dana Leblanc)
 - Jeremy Costar (nominated by Kevin Kurtenbach; seconded by Karl Palazoff)
 - Vice President Fraser Valley
 - Dave Pino (nominated by Trevor Ferris; seconded by Carla Kennedy)
 - Jeremy Costar (nominated by Kevin Kurtenbach; seconded by Karl Palazoff)
 - Treasurer
 - Kevin Kurtenbach (nominated by Trevor Henderson; seconded by Lucy Rowley)
 - Grievance Office Collection and Delivery
 - Scott McPherson (nominated by Ronda Ludwig; seconded by Dana Leblanc)
 - Jeremy Costar (nominated by Kevin Kurtenbach; seconded by Carla Kennedy)
 - Dave Pino (nominated by Trevor Ferris; seconded by Jeremy Costar)
 - Grievance Office Plant Operations
 - No nominations



- Second Vice President PPC
 - Trevor Henderson (nominated by Jeremy Costar; seconded by Trevor Ferris)
- Please note that nominations will be finalized at the next meeting (October 16, 2019). At that time, if there are more than one candidate for any of the positions, ballots will be sent to membership for voting. More information on this will follow at the next meeting.

Draw:

- Lunch Kit – Andrew Szabo.
- Blanket - Karl Palazoff.

Motion to adjourn the meeting by Ronda Ludwig; seconded by Dave Pino.

Next Meeting – Wednesday, October 16, 2019 at 18:00 – place To Be Determined.

New APOC National Logo:

