

PACIFIC COAST BRANCH BY-LAWS



ASSOCIATION OF POSTAL OFFICIALS OF CANADA
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Revised: February 25, 2020

In this Constitution / Branch By-laws, all genders are to be considered neutral.

In this Constitution / Branch By-laws, the Pacific International Facility (PIF) is included when referring to the Pacific Processing Centre (PPC) as they are considered one office.

Article 1 – Name and Form of Organization

1.1 The Name of this branch shall be **The Association of Postal Officials of Canada, Pacific Coast Branch (APOC)**, (hereinafter referred to as The “Branch”).

Article 2 – Constitution

2.1 The Branch shall be governed by the National APOC-AOPC Constitution as amended from time to time.

Article 3 – Objectives and Policies

3.1 To obtain the best standards of compensation and other conditions of employment, and to protect the rights and interests of all members in all matters connected with employer-employee relations.

3.2 To obtain the financial recognition for the responsibility that is held by Postal Officials.

3.3 To conduct training programs for members.

Article 4 – Membership

4.1 Any official who has an indeterminate appointment to a position falling within the Bargaining Unit with Canada Post Corporation, or other appropriate employer, who is eligible by law can be a member of the Association.

4.2 The receipt, either directly, or from the Branch, of an application for membership shall constitute evidence of Membership for (as stated in the National Constitution 4.03.2 Rights and Authorization to Attend Branch Membership Meetings).

4.3 Every individual member of the Branch / Association by virtue of their membership is deemed to agree to abide by and be bound by the provisions of the National APOC-AOPC Constitution and these Branch By-Laws, upon applying for or continuing their membership in the Association.

4.4 Any member on leave of absence from Canada Post Corporation, or other appropriate employer, for more than 6 months, except for Association business, shall not be entitled to stand for elections in the Branch.

4.5 Any executive member absent for greater than 6 months will have their position declared vacant.

4.6 Any member who holds a position within the Branch shall immediately resign their office and any roles or responsibilities on behalf of either the Branch or National Association at any time they obtain an (Acting) Assignment outside the Bargaining Unit. Such individuals will not be entitled to run for positions within the Branch / Association or attend membership meetings until such time as they return back to the bargaining unit.

4.7 A member in good standing shall be one who:

4.7.1 Has signed a membership card and paid their initiation fees;

4.7.2 Pays dues in accordance with article 10 herein, or is on authorized leave from Canada Post Corporation or other appropriate employer; and

4.7.3 Is not currently under suspension from the Association pursuant to the National Constitution article 4.12 or the Branch clause 4.8.

4.8 Any member or representative of the Branch is guilty of an offense against the Association's Constitution and / or Branch By-laws who:

4.8.1 Violates any of the provisions of Association's Constitution and / or Branch By-laws;

4.8.2 Refuses to comply with a constitutional order from the Association;

4.8.3 Seriously neglects to perform the duties of their office;

4.8.4 Misappropriates funds of the Branch / Association; and

4.8.5 Wrongfully interferes with any officer or any accredited representative of the Branch / Association in the discharge of their duties.

4.9 The Branch Ethic Committee (BEC) will be established to review all allegations under Article 4.8 by the following:

4.9.1 Committee Members: The committee will consist of the following;

4.9.1.1 Branch President or Branch Vice President;

4.9.1.2 Executive Members; and

4.9.1.3 In the event that the complaint is against the Branch Executive Committee, all inclusive, the complaint will be forwarded to the Divisional Vice President (DVP) to be heard. The DVP, as the chairperson, may select Association members-at-large to form the committee.

4.9.2 Structure of the Committee:

- 4.9.2.1 The President or the Branch Vice President will be the chairperson of the committee;
- 4.9.2.2 The Chairperson will appoint 2 Executive Members, and will determine when the committee shall meet;
- 4.9.2.3 The 2 Executive Members appointed will be from outside the affected area of responsibility; and
- 4.9.2.4 When item 4.9.1.3 is enacted, the DVP and 2 members-at-large of the branch shall form the committee and follow the process as described herein.

4.9.3 Process:

- 4.9.3.1 Any member in good standing who alleges that an Executive Member or Branch Representative has committed an offence pursuant to Article 4.8 of these Branch By-laws, may file a charge(s) against an Executive Member or Branch Representative;
- 4.9.3.2 The charge(s) shall be submitted in writing and shall contain the facts on which the alleged charge(s) are filed. Any and all charge(s) filed must be received by Branch Executive or DVP within 25 calendar days from the date that the member who is filing the charge(s) became aware of the offence(s);
- 4.9.3.3 On receipt of the charge(s) the Ethics Committee shall review the charges and make a determination as to whether to proceed with the process. Both the complainant and the accused will be advised within 30 calendar days of the decision of the Ethics Committee. If the complaint is to proceed, the plaintiff and accused shall be given not less than 7 calendar days' notice, of the date and place of the hearing;
- 4.9.3.4 The committee shall proceed to hear the charge(s) and shall give the accused and the plaintiff the opportunity to present evidence and arguments;
- 4.9.3.5 In every case the onus of proof shall rest with plaintiff, and they shall present their evidence first; and
- 4.9.3.6 The Committee shall determine its own rules of procedure for the hearing and may:
 - 4.9.3.6a determine the method of how the hearing will be held / conducted;

- 4.9.3.6b refuse the right to attend the hearing to any person who is not involved;
- 4.9.3.6c grant postponements and adjournments if / or when necessary;
- 4.9.3.6d intervene in the proceedings and ask questions of the parties / witness; and
- 4.9.3.6e in the absence of the plaintiff / accused, the committee may proceed unilaterally.

4.10 If the committee determines that the allegations are founded / supported, it shall decide upon the penalty in consultation with both the National Office and the DVP as per article 4.14 and 4.15 of the National Constitution.

4.11 The decision shall be rendered in writing within 30 calendar days of the conclusion of the hearing, in as much as possible. Copies of the decision shall be forwarded to the accused, the plaintiff, the DVP, and the National Association's Office.

Article 5 – Associate Membership

5.1 The Branch may extend Associate membership to a member who has:

5.1.1 Accepted a position outside the Bargaining Unit for services rendered to the Association;

5.1.2 Retired. The retired member may be entitled to some rights and privileges of membership within the Association, as provided for, in this Association's Constitution;

5.1.2.1 If the member retires, any arrears in Association's dues must be paid in full as a condition of his becoming an Associate member; and

5.1.2.2 An Associate life membership will be deemed to be a member in good standing upon retirement, or to any member who in the opinion of the membership has rendered meritorious service (i.e. a member promoted or transferred out of the bargaining unit).

5.2 An Associate member **shall not** be entitled to vote at meetings or to stand for elections in the Branch.

5.3 An Associate member shall not pay dues.

Article 6 – Boundaries

6.1 The boundaries of this (Pacific Coast) Branch are the areas as defined by the National Office.

Article 7 – Branch Officers

7.1 The Officers of this Branch shall be:

7.1.1 Branch President;

7.1.2 Branch Vice President;

7.1.3 Vice President Fraser Valley;

7.1.4 First Vice President of the Pacific Processing Centre (PPC) / Pacific International Facility (PIF);

7.1.5 Second Vice President of the Pacific Processing Centre (PPC) / Pacific International Facility (PIF);

7.1.6 Vice President Support;

7.1.7 Administrator;

7.1.8 Treasurer;

7.1.9 Grievance Officer of Collection and Delivery (C&D); and

7.1.10 Grievance Officer of the Pacific Processing Centre (PPC) / Pacific International Facility (PIF);

Article 8 – Duties of Officers

8.1 All Members of the Branch Executive must strive at all times to increase the strength and prestige of the Branch. He / she shall endeavour to resolve grievances and or other matters of concerns of the members he / she represents.

8.2 **Branch President**: shall include but not be limited to:

8.2.1 The President shall be the recognized head of the branch, presiding at all regular and special meetings;

8.2.2 The Branch President shall appoint all committees not otherwise provided for, subject to approval at the next General Meeting;

8.2.3 The Branch President shall cast the deciding vote in case of a tie on any matter being voted upon;

8.2.4 The Branch President shall see that all Committees and all Officers are attending to their duties and that business at all times is conducted in a proper and business-like manner;

8.2.5 The Branch President shall be an Ex-Officio member of all committees;

8.2.6 The Branch President shall call all meetings at the time fixed by the Branch and shall conduct the business in the order hereafter named;

8.2.7 The Branch President shall sign all official documents on behalf of the Branch;

8.2.8 The Branch President will be automatic Chairman of the Grievance Committee;

8.2.9 If in the event the Branch President is absent for greater than 6 months, then the Executive will by secret vote appoint a replacement from among their group. The person obtaining the most votes will be elected to complete the remainder of the term or until the President returns. If in the event of a tied vote, the Divisional Vice President will cast the deciding vote; and

8.2.10 At the termination of their term of office they shall turn over all records of the Branch and all other Branch Property to their successor.

8.3 **Branch Vice President:** shall include but not be limited to:

8.3.1 The Branch Vice President may perform the duties of the Branch President in their absence, as covered by Article 4.4 (except for the Branch President in case of absence or resignation of that officer, which shall follow 8.2.10 of these Branch By-laws);

8.3.2 They shall discharge the duties of the chair when called upon to do so by the President and shall assist in maintaining order while occupying their office of Branch Vice President;

8.3.3 The Branch Vice President is a member of the Grievance Committee;

8.3.4 The Branch Vice President must be from Collection and Delivery, Mail Operations Support or the Pacific Processing Centre;

8.3.5 The Branch Vice President is a member on the Scholarship Committee;

8.3.6 The Branch Vice President shall assist Executive Committee Members in the fulfilling of their offices when requested by the Branch President or the Executive body of this Branch; and

8.3.7 At the termination of their term of office they shall turn over all records of the Branch and all other Branch Property to their successor.

8.4 **Vice President Fraser Valley**: shall include but not be limited to:

8.4.1 Shall perform the duties of the Branch Vice President in their absence;

8.4.2 Vice President Fraser Valley is a member of the Grievance Committee;

8.4.3 Vice President Fraser Valley must be from the Southern or Eastern Zone (The Fraser Valley);

8.4.4 Vice President Fraser Valley is a member on the Scholarship Committee;

8.4.5 Shall assist Executive Committee Members in the fulfilling of their offices when requested by the President or the Executive body of this Branch; and

8.4.6 At the termination of their term of office they shall turn over all records of the Branch and all other Branch Property to their successor.

8.5 **First Vice President Pacific Processing Centre (PPC)**: shall include but not be limited to:

8.5.1 First Vice President Pacific Processing Centre (PPC) shall act as a representative for a member(s) within their division, and shall endeavour to resolve grievances or other matters of interest or concerns of the Branch and/or members who they represent;

8.5.2 They shall be responsible for signing up new members within their respective area of responsibility;

8.5.3 They shall hold monthly meetings with their representatives and report to the next General Meeting;

8.5.4 First Vice President PPC must be from the Pacific Processing Centre or regional office;

8.5.5 First Vice President PPC is a member of the Grievance Committee;

8.5.6 First Vice President PPC is a member on the Scholarship Committee; and

8.5.7 At the termination of their term of office, they shall turn over all records of the Branch and all other Branch Property to their successor.

8.6 **Second Vice President Pacific Processing Centre (PPC)**: shall include but not be limited to:

8.6.1 Second Vice President Pacific Processing Centre (PPC) shall act as a representative for a member(s) within their division, and shall endeavour to resolve

grievances or other matters of interest or concerns of the Branch and/or members who they represent;

8.6.2 They shall be responsible for signing up new members within their respective area of responsibility;

8.6.3 They shall hold monthly meetings with their representatives and report to the next General Meeting;

8.6.4 Second Vice President PPC must be from the Pacific Processing Centre or regional office;

8.6.5 Second Vice President PPC is a member of the Grievance Committee;

8.6.6 Second Vice President PPC is a member on the Scholarship Committee; and

8.6.7 At the termination of their term of office, they shall turn over all records of the Branch and all other Branch Property to their successor.

8.7 **Vice President Support**: shall include but not be limited to:

8.7.1 Vice President Support shall act as a representative for a member(s) within their division, and shall endeavour to resolve grievances or other matters of interest or concerns of the Branch and / or members who they represent;

8.7.2 They shall be responsible for signing up new members within their respective area of responsibility;

8.7.3 They shall hold monthly meetings with their representatives and report to the next General Meeting;

8.7.4 Vice President Support must be from within the Sales and Support Organization within the Pacific Coast local map area;

8.7.5 Vice President Support is a member of the Grievance Committee;

8.7.6 Vice President Support is a member on the Scholarship Committee; and

8.7.7 At the termination of their term of office, they shall turn over all records of the Branch and all other Branch property to their successor.

8.8 **Administrator**: shall include but not be limited to:

8.8.1 The Administrator shall have charge of all the correspondence; reports and notices concerning the affairs of the Branch and keep all records current for the attention of General and Executive Meetings;

8.8.2 The Administrator shall receive and file pertinent order or Bulletins issued by the Corporation;

8.8.3 The Administrator shall record the minutes of all Executive, Special and General Meetings;

8.8.4 The recording of all minutes shall be in such a manner that ready references are easily obtained;

8.8.5 The Administrator shall post all notices for regular and special meetings and notify all Executive Officers of said meetings;

8.8.6 The Administrator is responsible for the accommodations, furnishings and equipment used at each meeting;

8.8.7 The Administrator shall be responsible for the arrangements of seating, public address system, lighting, and all such essentials;

8.8.8 The Administrator is the Official Greeter of the Branch, welcoming visitors and ensures that new members are properly seated and shall assist in maintaining order at all meetings;

8.8.9 The Administrator is required to keep a record of attendance at each meeting and to ensure that all present are members in good standing;

8.8.10 The Administrator shall maintain an up to date mailing list of all members and be responsible for the signing up of new members (with assistance from all Vice Presidents); and

8.8.11 At the termination of their term of office they shall turn over all records of the Branch and all other Branch Property to their successor.

8.9 **Treasurer**: shall include but not be limited to:

8.9.1 The Treasurer shall receive all money from all sources and deposit them in a Chartered Bank, Trust, Company, or Credit Union to the credit of the Branch;

8.9.2 The Treasurer shall pay all accounts authorized and maintain an up to date and complete record of all transactions together with the supporting vouchers, cheque stubs and cancelled cheques;

8.9.3 The Treasurer shall provide financial statements at each general meeting or as directed by the Branch Executives Committee;

8.9.4 The Treasurer shall sign all cheques issued by the Branch, except for those cheques being issued to them personally;

8.9.5 The Branch President, Branch Vice President or an authorized signing officer (as registered with the Branch's financial intuition) and the Treasurer, (two of the four), must also sign the cheques;

8.9.6 In the absence of the Treasurer, the signatures of the Branch President and an authorized signing officer (as registered with the Branch's financial intuition) will suffice;

8.9.7 An independent external Audit may be conducted by a qualified auditor to coincide with the Term of the Treasurer, at the discretion of the Branch Executive;

8.9.8 The treasurer must supply a monthly bank statement to the Branch President; and

8.9.9 At the termination of their term of office they shall turn over all records of the Branch and all other Branch Property to their successor.

8.10 **Grievance Officer Collection & Delivery (C&D)**: shall include but not be limited to:

8.10.1 The Grievance Officer Collection & Delivery (C&D) will head the grievance committee;

8.10.2 The Grievance Officer C&D will be responsible for investigating, submitting of hearing grievances of matters of interest or concern of the Branch, as assigned;

8.10.3 The Grievance Officer C&D will be responsible for the maintaining and keeping of grievance records, as assigned; and

8.10.4 At the termination of their term of office, they shall turn over all records of the Branch and all other Branch Property to their successor.

8.11 **Grievance Officer Pacific Processing Centre (PPC)**: shall include but not be limited to:

8.11.1 The Grievance Officer Pacific Processing Centre (PPC) will co-chair the grievance committee;

8.11.2 The Grievance Officer PPC shall perform the duties of the Grievance Officer C&D in their absence;

8.11.3 The Grievance Officer PPC will be responsible for investigating, submitting of hearing grievances of matters of interest or concern of the Branch, as assigned;

8.11.4 The Grievance Officer PPC will be responsible for the maintaining and keeping of grievance record, as assigned; and

8.11.5 At the termination of their term of office, they shall turn over all records of the Branch and all other Branch Property to their successor.

Article 9 – The Executive

9.1 There shall be one standing committee which shall be known as “The Executive” and shall be composed of the following officers: Branch President; Branch Vice President; Vice President Fraser Valley; First Vice President Pacific Processing Centre (PPC); Second Vice President Pacific Processing Centre (PPC); Vice President Support; Administrator; Treasurer; Grievance Officer Collection & Delivery (C&D); and Grievance Officer Pacific Processing Centre (PPC). It shall meet regularly at the call of the President.

9.1.1 At the request of the Branch President, the outgoing President shall act as advisor for the Branch Executives; and

9.1.2 Branch President; Branch Vice President; Vice President Fraser Valley; First Vice President Pacific Processing Centre (PPC); Second Vice President Pacific Processing Centre (PPC); Vice President Support; Administrator; Treasurer; Grievance Officer Collection & Delivery (C&D); and Grievance Officer Pacific Processing Centre (PPC) may appoint association representatives as required to represent APOC members.

9.2 **The Duties of The Executives** shall include, but are not be limited to:

9.2.1 The recommendations of expenditures; the examination of accounts and bills; will bring forth reports concerning financial matters to the General Meeting of the Branch;

9.2.2 The consideration of all membership applications, the calling of Special Meeting by the President, as well as such other matters as may from time to time be referred to the Executives by an APOC Representative or the membership at the General Meetings, and provide leadership to the members;

9.2.3 To be responsible to the members for the conduct of the affairs of the Branch;

9.2.4 The Executive may make interim appointments;

9.2.5 The Executive may fill vacant positions for a period not to exceed 6 months. The executive will by secret ballot appoint a replacement from among the members who have attended greater than 5 general meetings in the previous 12 months;

9.2.6 This is subject to ratification at the next General Meeting;

9.2.7 The Executive shall declare an office vacant and call for a By-election for the following reasons:

9.2.7.1 The executive member in question has failed to perform their duties in an acceptable manner. In declaring a position vacant, the executive committee must have a recorded vote of all its members with a clear two-thirds (2/3) of the vote in favor of censure;

9.2.7.2 An executive member in question has been found to be guilty of an offence under the National Constitution and / or these Branch By-Laws and has received due process under Articles 4.7; 4.8; & 4.9 or those procedures found in the National Constitution; and

9.2.7.3 An executive member is unable to discharge their duties for a period greater than 6 months.

Article 10 – Nominations

10.1 Nominations of Officers shall be opened at the General Meeting in September and closed at the General Meeting in October each year. At the October meeting, three members who do not intend to run for office will be elected to run as an Election Committee. It will be their responsibility to see that every member has had an opportunity to cast a ballot; such balloting is to be done by mail. It will be the responsibility of any member who has not received a ballot at least 5 days prior to an election, to inform the election committee.

10.2 A member may hold one elected office only.

10.3 A National Executive Officer may not hold office in the Pacific Coast Branch.

10.4 In order to be eligible and be nominated for office, a member in good standing must have attended a minimum of 5 Pacific Coast Branch General Meetings during the 12 months preceding last call for nominations. For members working on Shifts 1 or 3 at the Pacific Processing Centre, the requirement is attending 4 Pacific Coast Branch General Meetings during the 12 months preceding last call for nominations.

10.5 The Administrator shall notify all eligible nominees of such nominations.

10.6 The elections must be completed and the election committee report submitted to the membership at the next General Meeting in November.

10.7 All officers shall be eligible for re-election subject to Article 11.5.

Article 11 – Elections of Executive Officers

11.1 Election for Executive Officers shall be as follows, for terms starting January 1 of:

11.1.1 Odd Number Years (term starts the following January 1 of the odd numbered Year) - Branch President, Administrator, Vice President Support, First Vice President Pacific Processing Centre (PPC), and Second Vice President Pacific Processing Centre (PPC); and

11.1.2 Even Number Years (term starts the following January 1 of the even numbered Year) - Branch Vice President, Vice President Fraser Valley, Treasurer, Grievance Officer Collection & Delivery (C&D) and Grievance Officer Pacific Processing Centre (PPC).

11.2 An individual Branch Executive member, who as per Article 4.5, or who is unable to perform his or her duties shall submit his / her resignation to the Branch Executive Committee.

11.3 All properties of the local shall be return to the Branch immediately upon submission of their resignation.

11.4 Remaining Term of Office:

11.4.1 Should the term remaining be 6 months or less the executive may appoint for the remainder of the term; and

11.4.2 Should the term remaining be more than 6 months it shall be filled by election.

11.5 In order to be eligible for said vacancy, a member in good standing must have attended at least 5 APOC Branch General Meetings not limited to the Pacific Coast Branch during the 12 months preceding nominations.

Article 12 – Nominations of Delegates to National Convention

12.1 Nominations of delegates to National Convention shall take place at the November General meeting. Voting will take place at the January general meeting. Only those members at the January general meeting will be entitled to vote. The Ballots will be counted at the January General Meeting.

12.2 A member in good standing must have attended a minimum of 5 monthly Pacific Coast Branch General Meetings during the 12 months preceding first call for nominations for convention, to be eligible as a delegate or alternate.

12.3 There shall be 2 alternates elected, these 2 shall receive the same Convention Allowance (to include travel and accommodation as per National Regulations) as per national constitution. The Branch shall be responsible for these expenditures.

12.4 There shall be a minimum of 50 percent plus 1 person of eligible delegates / alternates to attend the national convention, must come from the Branch executive members either as elected delegates or alternates.

12.5 The Branch President, Branch Vice President, Vice President Fraser Valley, and the First Vice President Pacific Processing Centre (PPC) will hold positions as delegates to the National Convention, and form part of the 50 percent.

Article 13 – General Branch By-Laws

13.1 Three Auditors shall be elected by the November General Meeting.

13.2 They will audit the accounts, supporting vouchers and the annual statement of the Treasurer, and will present a certified statement together with their written report of the audit to the following General Meeting.

13.2.1 That a copy of our yearly audit is submitted to national office by the auditors in the format national office has set forth. This must be completed by March 15 of each year.

13.3 The Branch fiscal year shall be from January 1 to December 31 of each year.

13.4 These Branch By-laws shall not be amended, rescinded or altered in any way whatsoever unless a Notice of Motion in writing is given setting forth the nature of the proposed amendment.

13.5 Notice of Motion must be submitted in writing at a meeting of the Branch.

13.6 Members must be notified of the Proposed Notice of Motion and it shall require two-thirds (2/3) vote of the members in attendance.

13.7 Except as laid down in the constitution and Branch By-laws - "Roberts Rule of Order" shall apply.

13.8 The Branch shall hold a minimum of 6 General Meetings each year.

13.8.1 (Ten) 10 members in good standing of the Branch shall constitute a Quorum; and

13.8.2 The Branch Executive Committee will meet every month, except December.

13.9 Special Meetings may be called at the President's discretion.

13.9.1 All Special Meetings must be advertised at least 1 week in advance of the meeting, the meeting shall deal only with the business for which it is called.

13.10 When a member is required by the Branch to apply for leave without pay or annual leave to attend Branch affairs, they are to be compensated by an amount equal to the

equivalent pay at the maximum level of their classification and expenses as laid down by the National Constitution.

13.11 Should it be necessary for a member to use their own vehicle for short trips on Branch business, they shall be paid a Mileage allowance. Mileage will be paid at the national APOC rate.

13.12 The Branch President shall be paid a monthly honorarium of \$800.00. The remainder of the elected Executives shall receive a monthly honorarium which shall be one quarter (1/4) of that of the President honorarium. Paid to each Executive Member by the National Office, and deducted from the Monthly remittance of dues.

13.12.1 In the event article 8.2 is initiated the Branch Presidents' honorarium will be paid to the replacement.

13.13 The amount of the Honorarium will be reviewed every 3 years linked to the convention years. An Executive member must attend a minimum of 50 percent of the meetings in the year to qualify for the Honorarium.

13.14 Members on annual leave who are unable to attend General Meetings may be recorded in attendance if submitted in writing a minimum of 1 week prior to meeting

13.15 Executives shall not have authority to make expenditures in excess of \$2,000.00, unless authorized at a General Meeting. This amount will be reviewed every 3 years linked to the convention years.

13.16 Any member of the Executive absent without good reason in the opinion of the other members for 3 consecutive Branch and / or Executive meetings shall be retired and his / her office filled at the next General Meeting, according to procedures governing a vacancy on the executive.

13.17 The Grievance committee shall meet every 2 months.

Article 14 – Web Master Duties

14.1 The Branch President and Administrator will direct the Web Master to maintain and update the APOC Web Site www.apocpacificcoast.com.

14.2 The Web Master would ensure that all of the requirements of the Internet Service Provider are met.

14.3 The Web Master must be a member in good standing or an Associate member. The Web Master is not a member of the Executive.

14.4 The Web Master shall be paid a monthly honorarium of \$100.00 payable in December.