



I sincerely hope that you consider me for the role of APOC president. As you may or may not know I have a year and half's experience in the role during a previous president's absence (all within the last 2 to 3 years) which I know will be valuable in taking our association into 2024. We all know next year is going to be a tough year financially and my previous presidential experience along with a ten-year tenure in PC&R and another 19 years in operations will be beneficial in getting the most gains that favour APOC from CPC. Unlike some others I have been instrumental in making actual changes that benefited the membership. An example of this would be the recent addition of relief supervisors in C&D in 2023. I was the one responsible on achieving these extra positions for our membership through data analysis with other large regions in the country and then negotiated the changes with CPC to add the much-needed help to our ranks. Another example would be me negotiating two rounds of LTA bidding as opposed to the one round we had up to a year or so ago (**this positive gain impacted both C&D as well as the PPC**). Again, that was me leading that change with CPC through on-going negotiations.

For all of you PPC APOC employees, should I become elected to the president role I will become very active in the PPC in establishing a broader understanding than the one I already have so I am able to successfully defend those members that are being wrongly treated by CPC during their workdays. A word of caution for all you new PPC members I know that some of your exposure is to the one candidate in front of your face that is promising you the world moving forward, I only ask you to ask that individual what has come from all those promises, has it resulted in any positive results for you or any of your peers?

For C&D most of you know me and that I will be straight-forward and direct at the best of times, some of you may like or dislike me for that approach, but in the role of the president of our membership isn't it a positive thing when you know that I won't shy away from conflict and that I am confident enough in myself to ensure that management doesn't take advantage of you.

For support groups, I have spent almost a decade in the support group world (10 years in PC&R) and I can pull on that experience to help navigate with you through all the unique challenges your teams are facing.

I hope you all look at the experience I bring to the table and proven gains I have achieved for the APOC membership and when you vote realize that I am not bringing just words but a past list of positive gains for our membership. Thank you for taking the time to read this and I wish you all well and hope to be your presidential representative in 2024.

Jeremy Costar