

Standing Committee Meeting Minutes

Wednesday, January 17th at 3:00 pm Admin Boardroom

Present: Alexandra Carter, Darcy Lanes, Naminder Sharma, Scott Fairless, Angelo Sia, John Hagley, Marc Gosselin, Wade Price, Tyler Coleman

1. Grievance 23-11 Rod P Unjust Discipline

Unifor: Rod P, so in the grievance Rod feels it's unjust discipline that he was suspended for a day without having been given a verbal or written previous to that. He's hoping to at the very least have that reduced to a year on his record from two.

CPP: I understand what he's asking and I'm intimately familiar with the details of the case. He can't behave that way. It was very inappropriate behaviour and language toward a coworker and that's something we don't tolerate and that's something that means going home for the day.

2. Grievance 23-12 Chris K Missed Call-In

Unifor: Chris K never received a call in, he was at home and available.

CPP: (shows phone records from shift supervisor phone)

Unifor: This is the record of him being called? Where's the date?

CPP: I have the date in my email. it shows he was called from the shift supervisor phone.

Unifor: Chris says he didn't get the call.

CPP: Another person had a similar problem right. We discussed this a few meetings ago or whenever and we had the record we called him as well. Calls from a landline don't work with his service provider. I don't know if that's the case here because Chris gets other calls, but Andrew called out from the mill to him.

3. Grievance 23-13 Truth and Reconciliation Day

Unifor: I don't have much to say on this one. You can read off that letter.

CPP: I don't have a ton to say on that either. However, I would like to point you in the direction of Bill 24, the section around labour amendments that says Truth and Reconciliation Day is not included in the language referring to collective agreements and statutory holidays.

Unifor: And to that I will point you to paragraph 2 of the letter.

4. Grievance 23-14 Len C Unjust Discipline

Unifor: Len is grieving his discipline. He states he came in on a dayshift and noticed the Fitnir wasn't operating, brought it up to supervisor, was told to go to set point, was almost there and realized the slaker would boil over and stopped it, and then was disciplined when he didn't do what he was told.

CPP: I saw this grievance. There are multiple issues going on with his performance, there have been a few discussions with his supervisor, and this was the latest incident. Operators are responsible for running and maintaining the operation. There were other impacts to the mill. There was a sequence of incidents and that recommendation from that was discipline. We went with the first level.

Unifor: Wouldn't it make sense if there are performance issues to work with him on it? He stopped it from becoming an environmental and safety hazard.

CPP: Maybe you don't have all the details I have, but that's not the only thing that happened. He has a lot of responsibility he owns. We expect a lot from him, and many things didn't happen.

Unifor: But he was disciplined for this specific thing.

CPP: We don't expect a senior operator to have that negative impact on quality so that triggered us to have a discussion.

Unifor: If the operators are attempting and things aren't working out, we're going to discipline people because of that?

CPP: If people are troubleshooting and changing things that's different but if someone just makes click and whoosh, we don't see any troubleshooting, no follow up from field operators, that is a different thing.

Unifor: Are we saying there is absolute guaranteed evidence they didn't do their job?

CPP: The details I have show that many things didn't happen to maintain the quality or controlling the operation as he was supposed to be.

Unifor: It doesn't seem like we have all the information.

CPP: I have more, and I can discuss with you.

Unifor: All I have is that he attempted to rectify a situation from the shift before.

CPP: Yes, it doesn't sound like you have it all.

Unifor: I will need it all.

5. Grievances 23-15 and 23-16 Mike P Unjust Discipline

Unifor: Mike P came in on first nightshift of tour, was told he had a lockout violation and was sent home. He grieved that.

CPP: The date?

Unifor: I just have the grievance date. I was brought in about 7 months later and it was at that point he was given notice of the discipline. The problem I have with this is that, first, why are guys not being given representation? Second, he didn't get notice about what

lockout. Why are we waiting a year... I don't yell at my kids about stuff they did last year. This should be clear and concise. Where and what happened. Where is the union representation? It seems out of line and wrong.

CPP: I think you mentioned grievance 23-16 as well the other grievance. I'll discuss 23-15 first, the statement is not correct. We all know unionized hourly employee responsibility to get representation and the supervisor can help. Mike understood what he did and refused a shop steward.

Unifor: He said he didn't know what he did.

CPP: He rejected shop steward. I have those records in my office if you want to see. 23-16 he was involved in lockout violation and there were a few other employees involved. Delay did happen, I accept that. A step was missed by a supervisor unintentionally. But he was part of lockout violation and investigation was done and other people were disciplined. One supervisor had the conversation with Mike when he came back. There was a time gap. The day the shop steward was offered, he was informed there was a lockout violation. The discipline letter was not given to him on time. I got that part.

Unifor: There would have been an investigation done?

CPP: When it was brought up it was explained with other guys and the others all said they missed it. Mike P there was a gap, and the incident was explained to him when he was back. I don't get the part where he said he was not notified. He was well aware of the incident and what happened.

Unifor: I'm being told when the grievance what was put in that he was unaware.

CPP: The gap is that it took 7 months to give him the letter but that was the missing point.

Unifor: The collective agreement page 41, the presence of a Union Shop Steward is mandatory at any meeting during which the employee is disciplined.

CPP: It is. In this case...

6. Mill Call-in List

Unifor: The mill call-in list for different departments.

CPP: To be honest, can we defer that? All my energy is going into trying to fill spots. I apologize but I'm not there yet.

Unifor: Did you have the opportunity to look at what I gave you guys last time.

CPP: I have, but to be honest with holidays and everything that has gone on...

Unifor: I can bring it up next time.

CPP: Yes, please do.

Unifor: As long as we don't do that in the meantime...

CPP: I don't think it would be possible anyway. We have made a lot of strides, the processes that need to be in place for doing that safely. That's good news there. Pretty happy with joint safety and everyone's involvement.

7. Shutdown

Unifor: Do we have a shutdown date yet?

CPP: Scott and I do!

Unifor: Dream days?

CPP: Interestingly we're discussing that now with Tim and the group, thinking mid-October.

Unifor: I saw some blacked-out dates on the calendar.

CPP: If you do a little sleuthing you can find it but that's not guaranteed. That's the window we're trying to hit. We're hoping to finalize sooner than later. We want middle of October and we're trying to do it give or take a week. Engineering is talking to contractors around availability that has an impact. Unless someone gives me a really good reason to move, I think October 14-25.

8. Manning Levels

Unifor: How does each department look for summer?

CPP: We started talking summer students this morning. Even with all her herculean efforts, all of a sudden... we started December everyone high fiving everything looked good in manning and training and now I'm roughly 12 people short. Apprenticeships, bidding to different areas, some stuff around people trying stuff and not taking it so that's where it landed. We're doing 10 to 12 to 14 interviews a week. If anyone knows people looking for a job...

Unifor: It's tough, people say our process is too long.

CPP: To defend Alex too, there's a system we need to follow. The number of vacancies we've had in operations, maintenance, engineering... she's doing that many interviews and reference checks and medicals for each of them. We've made some changes around testing that sped things up quite a bit. We're constantly trying to meet process requirements and find efficiencies and we're getting much better.

Unifor: The steam plant, where are you guys at now?

CPP: We have 35 so I should be able to release Aiden and we have that bid open for the other two.

Unifor: I saw you re-bid that, what happened there?

CPP: They did not have their tickets so we re-posted.

Unifor: So you re-bid it with the same language?

CPP: They are still required to get their ticket.

Unifor: I'm still not understanding, you were talking about people not actively engaged?

CPP: We didn't have anyone actively engaged yet at that time, but now we do.

Unifor: How about maintenance?

CPP: We have two new apprentices in maintenance, I think we're at 81 and we're waiting on two from Stores. We have a welder position up and two instrument mechanics. We talked last month about releasing people in a timelier fashion, I left for a week and Scott had already released the other two from production.

Unifor: You have a guy in the steam plant to release too, right?

CPP: Most probably February end. We have two new people starting this week so end of February starting March.

Unifor: What about fitters? We're in vibe now so we're not fitting anymore.

CPP: We've already added one. We took the millwrights down one and the fitters up one. We did that already and I mentioned a welder but we still have a fitter posting up as well and whoever crosses the finish line first...

Unifor: I thought Ian replaced Andy?

CPP: I'd have to look back.

Unifor: I replaced John M in that millwright to pipefitter switch.

CPP: Oh for overall maintenance numbers.

Unifor: Talking about apprenticeships, I understand you have a meeting working on some language?

CPP: You mean overtime equalization and call ins and such?

Unifor: We have quite a few in the fold so I look forward to that.

CPP: I think it'll be quite a process given how many facets there are. Another thing, I got a copy of the WorkSight training for calling in a maintenance employee so we should be able to make it, the process, better. But also define a few guidelines. We talk about turnover and the other thing is new supervisors everywhere. We have a lot of them, and Krista is seeing more issues than she's ever seen because there's new people everywhere. In our group they're all relatively new. Scott and Nimmi same thing. It's getting some training and documentation and getting everyone on the same page on top of what we already expect to happen. Looking forward to getting that started.

Unifor: Good. Anything else?