



Standing Committee Meeting Minutes

November 30, 2015 3:00 to 4:00pm Administration Board Room

Present: Ben Ruether, Glen Barker, Cameron Leeson, Cody Crick, Doug Carey, Cameron Leeson, Dan Wilson, Andrew Generous, Brooke Backlund

Follow up:

1. Car wash compensation.

Unifor – Andrew, you were going to talk to Shayne about this.

CPP – Shayne said he was going to be looking into replacing the controls next spring.

Unifor – We are going to try to ensure the car wash has better service, as last year it was really tough. Would the end of February be realistic to check with Shayne and make sure this happens?

CPP – I can ask him again. I will set a calendar reminder for February.

Unifor – I will too.

2. Light duty program.

Unifor – We talked a lot about this, I think all we want to know now is when you will you be talking to Cody Crick about his light duty.

CPP – Dan didn't get a chance to talk to Cameron or Cody today. We will set a time right now to meet.

3. Seniority list.

Unifor – Where are we at with getting the errors in the seniority list corrected?

CPP – We think this would be best addressed through sitting down with Leona. She can show you what she has. When Brooke talked to her today, she was just waiting on IT to process the last four people. She gets an error when she tries to process them herself.

Unifor – Could you bring the updated seniority lists to our Standing Committee meetings, or send them to us in advance. There are two: mill seniority and department seniority.

CPP – That may be possible, we have to talk to the people who manage the list.

Unifor – When those four people are corrected, send us a copy of the lists. We will go from there.

4. Grievance 15-43 - Ski-Hi.

Unifor – I know this was part of the settlement, but there was another portion of this grievance where a scaffold was signed off which was part of the carpenter's regular weekend work. We are asking for makeup time as well. No notification was given.

CPP – We can do one or the other, make up time or the \$500 settlement.

Unifor – We will have to move it to third step then.

New items and grievances:

5. Grievance 15-50, Gerry Taylor.

Unifor – Considering the events that led to the discipline, and the position that Alan Fung put Gerry in, we feel the discipline is unwarranted. I don't know many people that would handle themselves differently than Gerry did.

CPP – We disagree. Gerry's behaviour to his supervisor was unacceptable and there are consequences. We would regularly go to a suspension, but we looked at mitigating factors and ended up with a warning. The discipline stands.

Unifor – How can you say most people would not have handled it that way? You've actually experienced a supervisor saying an employee's not at work and he has a cell phone his wife doesn't know about?

CPP – That is not what happened. Alan just asked if Gerry has a cell phone.

Unifor – I hear that isn't what happened.

CPP – That is what our notes say. It is not okay to be abusive to someone.

Unifor – It isn't right to contact an employee's wife and raise some assumptions which put question in her mind. This caused trouble for Gerry, and it hit him close to home. The company needs to be sensitive about that. Consequently, Gerry didn't act in a collected manner.

6. Grievance 15-51, Alan Fung.

Unifor – This grievance is very close to the last one, but a little different. We are claiming the company is abusing their management rights.

CPP – Can we get clarity on which clause in the collective agreement has been violated by us in your opinion?

Unifor – Article 1. You do have the right to access employee's phones, but you have to do it in a responsible way. Alan didn't do his due diligence to verify if Gerry was at work. When he does find Gerry, he doesn't mention to Gerry that he had talked to his wife or that he was looking for Gerry. Lastly, he doesn't even apologize. Our members deserve better.

CPP – Just so we understand, what would be your request for settlement?

Unifor – For Alan to apologize and send a letter to Gerry's wife. Gerry probably doesn't want Alan to directly talk to his wife.

CPP – If Gerry would have handled himself better when he called Alan, Alan would have been happy to talk to Gerry's wife and explain himself. He didn't even get that opportunity. We won't instruct Alan to give a written apology. There was an apology issued from Alan to Gerry at the discipline meeting for not telling him he called his wife.

Unifor – Our information is that at the beginning of the shift, Alan couldn't find Gerry. At some point, Alan phoned Gerry's house, called Barb, and scared the hell out of her. We understand that there was very little effort made to find Gerry. We're in a pulp mill, where unseen things can kill you. There's a fundamental problem if the person tasked with looking for a fellow doesn't exhaust common sense steps to look for him, and ask around before he calls his wife. Alan should have just told Gerry that he had contacted his wife.

CPP – Alan didn't say Gerry wasn't at work. He asked, "Does Gerry have a cell phone so I can contact him at work?" Alan is new as a supervisor, but in the end, what Gerry did to Alan over the phone was unacceptable. Gerry had a tirade, and he didn't even let Alan get a word in. Gerry's

discipline went from a suspension to a written, but he has to be held responsible.

Unifor – We are asking for an apology note. There's another person involved here who was violated, that is Gerry's wife. The company is saying she doesn't matter.

CPP – She does, and Alan wanted to apologize right then on the phone. We aren't prepared to force Alan to apologize further.

Unifor – Gerry couldn't control himself. If the policy is that you don't have to apologize, then let's make that the standard. I am not picking on Al, I like the guy.

7. In plant meal menu.

Unifor – The procedure for overtime meals was last updated in 2009. It is time to bring this to current, as some meals are no longer even on the menu.

CPP – Okay. We will confirm the menu.

Unifor – People aren't aware what the procedure for this even is anymore. Some guys think there will be more holdovers in the near future, and so they are considering using this. If someone is held over, and they want a hot meal, how does this work?

CPP – It's in lieu of a meal ticket. The process is all written in the procedure manual, which Dan thinks is posted in the supervisor's office. He will make sure they all have it.

8. Review of continuity, incumbency and overtime equalization guidelines.

Unifor – If you read through our company policy on continuity pay, it reflects our current practice, except where it says, "After working 8 consecutive hours, the tradesman shall have the option of completing the regular shift providing this does not exceed a total of 12 hours, or leaving the mill". That's no longer being enforced, and the company might want to address that. There's no longer any mandatory length of shift or restrictions. In terms of incumbency, there were initially some issues brought up with a weekend job at the chip dump, and some discussion of whether the foremen could insist the people scheduled for the work had to be available for both days of a job, or they could pick and choose the day they work. It turns out that I was wrong about my interpretation. If there is a two day job, and people are just available for one day, they would be charged refusal for both. It says so in this letter I typed up on February 17,

2011. We ask for a consistent application, and want this to be understood by all departments. Note that this also goes both ways: if a shift worker is already scheduled to work Saturday, and the job is for Saturday and Sunday, then that worker shouldn't be charged refusal hours for the Sunday work. If you are unavailable for one of the days, you shouldn't be charged refusal hours for both of them. To qualify, you must be available for all days, and if you don't qualify then you shouldn't be charged refusal.

CPP – Andrew will explain that to the guys. The supervisors are told to call the shift guys no matter what, even if it doesn't make sense. Dan has had a problem agreeing with this. If a guy goes home after night shift, is it correct that we should still call him?

Unifor – Correct, if you can't get anyone else in. Otherwise, the first six hours after a worker works a night shift, he's unavailable. This is written down as item 3 on page 58 of the blue pages of our collective agreement. For this chip feeder job, Scott did follow procedure when he accessed a shift millwright, because no one else was available

9. Pay for labour pool employees.

Unifor – The understanding the local has is that labor pool employees, when assigned other areas, get the rate of qualification.

CPP – Yes, they get the higher rate if they are moved into the department.

Unifor – Chris Fenton is a journeyman carpenter and he's doing what a carpenter should be doing. He should be paid for his skills. Norm is saying it's a bid position. Chris is doing the work so he should be paid the carpenter's rate backdated to when he started in the maintenance department.

CPP – Andrew will have to get back to you.

Unifor – If you do the work, you should get the rate, after you receive the training. There are previous examples like this when rates were increased on a temporary basis.

10. Posting procedure for bids.

Unifor – We didn't formally add this to the agenda but we just want to mention this. If bargaining unit people will be away for more than two weeks and there's a posting they are interested in, they should prepare for the posting in advance. They should go to HR, say that I'm interested in a bid in this department, and I'm gone until this date so if a bid comes up, put my application in.

CPP – We’ve never seen a policy written on that.

Unifor – Me neither. This was an informal understanding with Bob Norman. It makes sense because how else would you do it. If you are gone for the two weeks the posting is up, you need to protect yourself. The members should read this and understand it. If the company finds anything differently, let us know, and we can clear this up.

CPP – We couldn’t prepare for this so we can’t comment.

Signature on File

Ben Ruether
Union Representative

Signature on File

Brooke Backlund
Company Representative