

Standing Committee Meeting - Curtailment

Friday, November 26, 2021

Attendance: Cameron Leeson, Ben Ruether, Suresh Keram, Glen Barker, Angelo Sia, Alexandra Carter, Scott Watson, Naminder Sharma, Andrew Generous, Darcy Lanes

CPP: We don't really have a specific agenda.

Unifor: Let's start with general, we have people exercising seniority right to continue working, people in layoff, need to fill vacancies, we're going to do that through mill seniority through those in layoff. Question becomes at what point do you stop accessing that laid off senior employee when they've had 40 hours. After they've had 40 hours in one week to the nearest full shift, then you move down the list so nobody stacks up too much. Something else, the hours coming into that shutdown week and the hours coming out of it contribute to that. So one crew scheduled to work later in the week, this gets difficult, the company would have to know you're going to run ahead of that... ideally you'd have to know. It'd be nice for the company to consider that. Coming into the shutdown we know who has how many hours... if we can pay attention it might be more equitable.

CPP: I'm thinking through areas... warehouse is easy cuz it's the first dayshift.

Unifor: Say someone is scheduled for 3 days that week, so they get their week in which is 36 hours because they're only scheduled 3 days. Because their week is complete, will you try to top them up to 40 or 48...

CPP: That's a question we have. We won't schedule them for 3 days and then call someone in. We're just talking call-ins right?

Unifor: Yes, people in layoff.

CPP: For example, someone scheduled to work is sick or whatever, we need to cover a shift, we'll call according to seniority and qualifications, after 40 hours you would go to the next senior person. Problem is 36 hours... I just want clarification.

Unifor: After 40 to the nearest full shift.

CPP: So 48 hours.

Unifor: So if that person is only on 3 shifts that week and works his 3 days and has his regular shift in for that week, is he going to be the one called for the next shift during that week?

CPP: He wouldn't be called because he's already working?

Unifor: No he's in layoff.

CPP: Oh so he's being called in.

CPP: So there's a certain crew that only works 3 shifts, and the fellow gets called in 3 times, that would be straight time. Anything after that would be overtime for him.

CPP: But that person called in doesn't have a schedule.

Unifor: He's no longer a tour worker, he's just being called in.

CPP: So his week just starts. Everyone called in no longer has a schedule.

Unifor: Even though his regular shift is 3 days that week, he's still eligible to come back in that week for one more shift.

CPP: He could be called to come in on a different crew that week. Yes.

Unifor: Instead of having him in 4 hours, you wouldn't just call the next guy.

Unifor: It could be just a few hours here and there.

CPP: Well, it could be full shifts if someone is sick like in covid.

Unifor: I'll just pull back coming out of the shutdown. That's too difficult to administer. Going into it should be easier and more equitable to administer.

Unifor: What if they work 36 and they say they aren't going in for 4...

CPP: They wouldn't do it that way, they'd work the full shift.

Unifor: Ok yep.

Unifor: Ok so he'd work his 3 days, then another 12, then he's worked 48 hours that week.

CPP: That's where it would stop, then we'd call the next guy.

CPP: So you're saying, once the number one guy on the call list works 48 hours, for the rest of the week we call the second person. Then the next week we start all over again with the first guy.

Unifor: When we're all back... the last time I got called back a week before the end of the shutdown. If I'm working full-time then I should be back on my shift.

CPP: Yes, then you'd be on your shift if you're called back ahead of others. That may not happen this time. It depends. I was just talking to Shawn Doucette and we'll have to share it on both sides to make sure it's shared with.

Unifor: I'm hoping we can post these minutes as well so they can see them and if they have questions they can get ahold of us. People working through the curtailment and booking time off. It's clear to us that we're allotted to if we're laid off we can take some of our time, some guys don't want to go on EI and they have to pay it all back. So you've allowed them to take earned time off to get through this curtailment but what about the people that want to book time off and already have it booked off... are you going to honor it?

CPP: If you have it booked we will honour it. If you haven't booked it yet, it has to go through the process and we need to get it covered. We just can't have them coming in on the day they're supposed to work and trying to have it off.

Unifor: If a guy took time off and got paid, and I took a week off and he worked, then nobody is missing anything. Some of the younger guys won't have that time off but they can work. It would take stress off some people, and the EI isn't even worth it in some cases with such a small window. The man hours are the same and it's just different people working it. It would help our employees quite a bit.

CPP: I have, we had question and answers in one document. Covering stuff around long weekend and such. Last time we did say if there was a question about whether those who

aren't laid off want time off, they can't take time off. It isn't written in stone, but I think it had a lot to do with how we'd cover shifts. It was a longer period last time. I'm ok with it this time and I think we just need to talk about how we would handle coverage. I think as long as we do it the way we normally do and make sure we have coverage.

Unifor: It would only be if we have coverage.

CPP: I'd like to have a bit of time to dive into it.

Unifor: I think last time the reasoning was due to covid and they wanted fewer coming and going. But that isn't quite the issue now. So if you could consider it.

CPP: Yep.

Unifor: One more question - the issue would be last time, we didn't have a flame in the Recovery Boiler. Is the manning enough with the boilers? I know it's offline but we burnt down a Package Boiler and it wasn't online either, usually you do have a Field Engineer per boiler, this time we aren't doing that. We see that on the manning, but we have a flame in the Recovery Boiler. Is that within safety regs?

CPP: When you say the flame, not all the burners will be running.

Unifor: The concern is that you're supposed to have a FE per boiler right...

CPP: While we're running yes, but under these conditions yes.

Unifor: Are you sure, because we had a flame in a boiler and it burnt to the ground. That's just a concern for the people in there.

CPP: The CRE will have to look after the boiler. It will still be offline.

Unifor: There will still be a flame though.

CPP: If there is a flame it is fine. We aren't in a situation if flame is lost it isn't a problem. The point is to keep it dry and not freeze.

Unifor: I know why. The question is, there's a flame in the boiler, I don't know the regs... we'll look those up. It's not online but someone has to manage that. I don't think one person can take care of 3 boilers.

CPP: You're trying to convince us on the scope? What is the maintenance like? It doesn't seem like much.

Unifor: It's not a work issue. The issue is safety and regs with a boiler with a flame in it. Right now we have 2 boilers and 2 CREs. We have a flame in the boiler and maybe the other guy can take care of that. There's only 1 FE for 3 boilers and we'll look it up.

CPP: Package Boiler won't be running. If it does, then at that point we'll call someone. We don't plan to run it at all. It'll just be power boiler and some flame in recovery to keep it dry.

Unifor: If it turns to 20 or 30 below then the Power Boiler wouldn't keep up. So if Package Boiler needs to come up then you're probably looking at...

CPP: If we run Package Boiler then we won't get revenue. We will compromise on power to keep it warm.

Unifor: So we'll only run one TG?

CPP: Yes G2. Colder weather may come up so we need that backup.

Unifor: Ok gotcha.

Unifor: I just got called from Quinn and he said if you book holidays and there's OT, then they'll call you and you can cancel your holidays.

CPP: Yes last time we started with if you were on vacation we wouldn't call. But now if you're on earned time off, if you call in and you accept it then your time off goes into the bank again. If you're still good with that then we'll go with that. People can book vacation if they want because they want to get paid. But if they want it back in the bank they can work if they get called in.

Unifor: OK. How would that work? You're scheduled to work, say there's a shift that comes up on Friday after they've been on holidays all week.

CPP: They wouldn't get called. They call the first senior qualified person on the list. Now if they go through all the qualified people then they'll start again but I don't suspect that will happen.

Unifor: No. We had beat around a bit the whole thing around if this moves into Christmas what that means... we aren't dealing with that with this curtailment period, can we put that to the side a bit?

CPP: I talked a bit with Krista and Leona but if we put it off I can get a better answer.

Unifor: Even if people take vacation, they are still on the payroll not on layoff.

CPP: Another thing... around booking vacation. Ideally if you're going to book we want to know it as soon as we can. Because of the way pay weeks work, Krista will be working on that next week. Some people might not know all the details about what they want to know. But we need to know as soon as possible. ROEs go out later next week and if someone books vacation they won't do an ROE for that person.

Unifor: I think that should do it. The company has committed if this first period gets extended, at the end of this one we'll go through the same exercise of members exercising seniority rights.

CPP: We wouldn't wait until the end, this is all transportation related so we should have a better idea closer to when we plan on starting back up.

Unifor: What do you know?

CPP: We don't really know much. We're getting some cars but not many.

Unifor: Are they getting to the coast?

CPP: I think they're going north. Maybe across to Edmonton and down. I thought we were getting super Bs but only one. I think we'll get some container trucks, but we'll see. Highways are in bad shape, and trains are still slow.

Unifor: Is it a problem for trains and trucks, or is it ships too?

CPP: They'll let other supplies like food go through first rather than pulp rushing through. It could be longer for pulp and other supplies. Still not a lot of information.

Unifor: Focusing on steam plant. Suresh has laid out what he thinks will be the crews. Did you guys talk about that? There's no wrinkles.

CPP: Shawn is working on that.

Unifor: You don't see an issue?

CPP: No.

Unifor: CREs moving and taking FE position?

CPP: Yep.

Unifor: Material Handling. Any wrinkles other than Chris Robertson? You're sticking with rotation?

CPP: Yes, 4 and we'll rotate. I am working on that. We're pretty close to finishing. The issue with Chris we're trying to figure that out. Right at the moment he doesn't have his medical in place. But if he can get that in place then he could bump out whoever is in there because of seniority. He's come to get his paperwork and he's moving toward doing that. Otherwise I think it's pretty straightforward. 4 crews of 4 and it's by seniority. We're rotating. The 5th position is laid off. We talked about the dump truck. The dredging will continue and it's around the clock. They're running dump trucks. Because we have a dump truck, we need to run that. In the previous curtailment we didn't have a 4th. We wouldn't have had a 4th this time without the dredging. We will continue them moving hog if we can. They have the right number of trucks running right now that they'd have to drop a truck to keep it from backing up. We have a truck that we can move ash with. Otherwise they can self-load at night and if we do have the contractor back moving hog, they can join the circuit in the daytime opposed to self-loading. The goal is to keep them running.

Unifor: Our guys can't do hog?

CPP: We don't have the equipment, only one truck. It's not ideal to self-load with the loader but that's what we have.

Unifor: With Chris, you don't think it'd be fair to let him take his place... we know the medical will happen and if you really need to not have him not do his rail switches. Wouldn't that be better than to not have him on layoff. We'd prefer to have it that way. There won't be a lot of railway movement. It's not really an accommodation...

CPP: That's all I was concerned about. We're going to say in another area you need to be trained for a position in a 2-day window or you can't go into that position. But Chris isn't fully qualified, and he can't get a medical in 2 days. Maybe he gets his medical and then bumps the other person. Whatever it is we all need to agree. It needs to be viewed fairly. Even other areas might not be medical it might be qualifications.

Unifor: I think that training language is for example the chip tester they can train within two days. The company provides training while they're working. These medical requirements are a little newer from when that language was crafted. I'm not super concerned if we allow Chris to go there and start working. He'll get his medical and go from that point forward. We don't want him laid off. It's for you to consider.

CPP: What do you guys think? Will it cause grief?

CPP: I don't have to deal with that issue so no. I think as long as we speak to it because it's a medical and not training. It's not even certification. I'm ok with it. That makes sense because it isn't training.

CPP: Ok we'll put Chris in there and adjust the list.

Unifor: No other issues? Some members have interest in truck driving but we're saying it's part of rotation, so they have to be qualified as senior equipment operator.

CPP: Yes.

Unifor: First Aid...

CPP: Probably the easiest one. We have one per shift 24/7 and it's in terms of seniority: Rio, Stacey, Dustin, and Marlene. In terms of vacation in there or sickness then the next on the list is Dwight, Troy, Dave except his first aid ticket is expired, then Manny, Anna, Krista. The first call should be Manny because the others are working.

Unifor: Manny will be in layoff?

CPP: Yes. In Material Handling there's always people off. Manny could get a call from MH and then a call from First Aid would miss Manny and go to the next. I haven't gone into looking at vacation and who is on when.

Unifor: The yard, trackman and day utility. What are we doing?

CPP: The only one is chip tester, the others are laid off. It's strictly by seniority because that one can be trained within two days.

Unifor: That's by seniority then?

CPP: Yes they can do the procedures and start doing the job within two days. We'd have someone from technical go check on them and assess their training.

Unifor: Who is our trackman now?

CPP: Mike McHale.

Unifor: So he's not familiar with yard works.

CPP: No.

Unifor: We aren't moving railcars?

CPP: I can't see much of that happening.

Unifor: What about in the case when it snows, and the tracks need regular maintenance? Would trackman come in?

CPP: I don't think so. If we have a light snow the guys on should be able to handle it. If it snows more we'll have more hands on deck.

Unifor: Ok.

CPP: I didn't really get a list for the chip tester. The first person to ask is Navin. As I go down, I'm not sure who is working. We'll talk to Navin and see. I think the next person would be Terry Berg. Then I'm not sure because they're steam plant people. Don Sankey should be working... Brian Bush wouldn't be working... is Brian Harvey?

Unifor: Yes.

CPP: John Wright, Richard George, Harlen Whitford...

Unifor: Here's the steam plant list.

CPP: Ok.

Unifor: Because the chip tester is less desirable can we fill it last?

CPP: I think timing wise it'll be Navin and if he says no, we'll go to whoever is next.

Unifor: Going to warehouse.. what are we doing for manning, your requirements there. Everyone who has been in the warehouse can probably be trained in 2 days.

CPP: I talked to Paul about it and it comes back to requirements. He said it typically takes 8 shifts. So how long is too long after you're out of the role. I don't know the answer. I was told when you're out after 2 years. The only other note is that training has propane, forklift, work instructions... that's what we need to talk about. That's what I've got. 8 shifts and 2 years.

Unifor: For a new person coming in it is 6 tours. A lot of that is driving the forklift. There's computer aspect, releasing the pulp and putting in pulp sales. In regard to loading pulp there's a pattern. Then there's the super Bs. Like we talked earlier, I talked to a forklift driver and asked him if he felt 2 days you could do the other stuff besides driving for a refresher and that seemed adequate. That was kind of it.

CPP: The concern was the forklift, that's where two years came from. Forklifts changed but I'm not sure when that happened.

Unifor: The Lindes have hydraulic brake. The warehouse is all Lindes. But like we talked about before, how far removed are you. The production labourers are trained but they don't have enough seniority. Some people that could bump in are backtenders, balers, and grader. Those people run forklifts. They aren't very far removed. Has it been more than 2 years, more than likely?

CPP: Someone removed who is a back tender isn't too removed. I think it depends on how far removed they are.

Unifor: My feeling is... if you're still driving a forklift then you're not that far removed. That would step 1 for me.

CPP: That's the main thing.

Unifor: Part of training is driving and for me, that would be part of the requirement.

Unifor: I can drive a forklift, but I can't load those.

CPP: Yes our trades guys are forklift certified but that's completely different.

CPP: How do you define it...

CPP: Balerman and back tender?

Unifor: Machine tender?

Unifor: They don't drive forklifts. They're farther removed.

Unifor: I'd like to stick to what does it take to be qualified. 8 tours. You said 6 tours. That's like a month and a half. It's a separate line of progression. But to give preference on mill seniority basis to the people in the baling line will cause serious grief for those in fibreline.

Unifor: I said that because of the two-day thing. They're the ones I feel could be trained in two days. Outside the scope I don't think that's possible.

Unifor: Maybe someone who moved up quickly in the fibreline could also be in that.

Unifor: They're likely low on seniority list.

CPP: Yes when I started putting a list together it's quite long. They still do coverage in those areas. They're still available and capable but they're way down the list.

Unifor: We might have to talk about this one after.

CPP: We're going to stick with 12-hour shift but go to days only. Have 2. Normally we have 2. We're going to start Monday and do 4 shifts and then 4 off. We'll adjust if we need to.

Unifor: So it's not 4 on 4 off.

CPP: Just 2 warehouse drivers. The other thing is the urgency. If trucks or trains show up to load then we should load but we don't have anything filling up warehouse. I'd like to move the outside stuff, so we don't have to protect it as much.

Unifor: Is 2 enough to move from outside?

CPP: If we get trains we'll move inside stuff and if we get trucks we'll move outside stuff.

Unifor: You said 2 guys Monday to Thursday and 4 off?

CPP: Yes.

Unifor: 2 per shift?

CPP: Yes. One shift. 2 guys on the one shift.

Unifor: Then 2 will come in on their days off?

CPP: No we won't have any on those days off.

Unifor: We have McIlvenna and Darren.

CPP: If we need more people or if someone is sick... after Ian is John Watson then Angelo, Peter, Tim Lynes, Andy Erlendson... it just keeps going. Most of those people are in the situation are the ones we were talked about.

Unifor: We'll get back to that.

Unifor: How about stores.

CPP: Shipper/receiver. I'm assuming Jeff Laidlaw.

Unifor: Just one guy?

CPP: Yes.

Unifor: Someone like Rick Jacobsen got instrument apprenticeship. To train someone up takes some time?

CPP: Yes forklift, propane, TEG... that would be the hiccup.

Unifor: Separate course?

CPP: yes one of the reasons we need a shipper receiver onsite. Ralph still has his. He declined when we talked to him.

Unifor: For warehouse. Darren and Ian. Ian's last shift is Sunday. If those are the two guys in the warehouse Darren would be the only one available. We'd need someone to transition.

CPP: To avoid OT.

Unifor: They're on opposite shifts.

CPP: I'm glad you pointed that out.

Unifor: Ian would be working 48 hours.

CPP: He'd need a sleep day the first day and then he'd come back.

Unifor: The 40 hour rule only applies to those who are laid off.

CPP: Either way he'd need a transition day.

Unifor: There's going to be weird stuff happening around that.

Unifor: But even those on schedule shouldn't work OT. But I know it will get a little messy here and there. When we change crews we don't get OT.

CPP: Depends on how it gets scheduled.

Unifor: That's too complicated. You'll make it reasonable. Machine room, bale line... fibreline?

CPP: Head up for each crew. We haven't asked who is available. I think only the top two people in each crew are the ones who are trained. It's a small group who are trained.

Unifor: You should have a choice of 3 per crew. Most of them are currently in training.

CPP: We try to train the top 2 brownstock operators but it doesn't always work out.

Unifor: Maintenance?

CPP: Shift trades. There's been a couple moves. One move in each group. We're going to run a dayshift PF. Don Crawford. He's also fire system guy so that works out nicely.

Unifor: After it's said and done, most people get it.

CPP: There will be a HD mechanic, Rick Mallet. Need someone in there. We will run both carpenters. I haven't heard back from Chris yet, that was a late afternoon pivot. We have some scaffold inspections we need done. But we also need to button up the mill and we also need protection deck before snow. So they'll be in and we'll evaluate requirements about helpers.

Unifor: So you'll go to helper list.

CPP: Mill seniority and qualifications. I took the spreadsheet we used last time. Split up trade, went by mill seniority and specified who is working for calls. Anything else you can think of?

Unifor: I think that covers it for me.

CPP: Did you guys want contractors?

Unifor: Sure.

CPP: Quesnel Septic to push on landfill, also may after a few days to start moving hog but that isn't necessarily organized yet.

Unifor: Pushing on landfill. I thought it was Fresno.

CPP: Quesnel Septic will be doing it. There will be a belly scraper running again because the dump trucks are inefficient.

Unifor: Is Quesnel Septic's scraper?

CPP: Yes.

Unifor: That's a little bit problematic. That is COE payable. Something we did in the past. With members in layoff it's problematic. If we have people in layoff, we ask that our members take care of it.

CPP: I'll have to take it away. I don't know how we would do that.

Unifor: It's good that we talked.

CPP: Mamic was moving pulp, that's done. Ezowski stopped. Dredgers continuing. Fresno supporting them. Deliveries still happening like Cariboo Water.

Unifor: For aerators or pipe, stuff we'd normally do, that'll be done by Bargaining Unit?

CPP: Yes.

Unifor: Water?

CPP: Yes. Janitors, we haven't talked about that yet.

Unifor: So far I haven't heard any serious consideration for taking on that work. I don't know if anyone else has. We're good then.

CPP: Scrubbers need to be pressure washed so enviro will do that. There were discussions around gravity filter, but we aren't going to do that work right away.

Unifor: It's a priority.

CPP: We think there's enough of a window that we can pause and reassess. The lagoon survey with Ezowski doing the rescue, we aren't doing that. We've postponed. We can get contractor back in January. Another job is the Bleach Plant wall panels. Right at the moment there's a small section that is open that needs to be closed. Talking to David there's only a few days of work. We were talking about how we would do that with our people.

CPP: We just talked about it. We paused it because it's only a few days. We would discuss it Monday or Tuesday and see how we want to do it. Maybe John could work with them, but we don't really know so it's on pause.

Unifor: Back to the gravity filter. Is there a reason we paused it?

CPP: At the moment EnviroSystems is done their section. They skipped a piece that needs mechanical work. After that there's a bit of Horizon work. We need to put in heaters and grinding/welding. And QSSL there needs to be hoarding done... we can pause it for a week and be ok. So we're going to sit down next week and see where we are. It has to be running by a certain time.

Unifor: It's just as important as buttoning up building.

CPP: Yes I'm just trying to keep contractors offsite.

Unifor: That is a priority.

CPP: That's all I have on my list.

CPP: Solenis water doctor might do tests.

Unifor: That's no problem.

Unifor: Notification to employees? A lot of our members are already off...

CPP: The email just went out at 4:07. More communication will go out.