

Union's Standing Committee Meeting Minutes Nov 19/20

Union: Glen B, Ben R, Cam L, Mr. Sia

Company: Rachel S, Dan W, Darcy L, Andrew G, Nimi S

Note: These are not joint meeting minutes, they are the union's.

FOLLOW UP FROM LAST MEETING:

Progress of Tickets in Steam Plant:

U: What is the status of members required to get 3rd class tickets?

C: Two still outstanding, however one has the millwright apprenticeship and still has to be released so not an issue at this time. The other needs to try and book his exams, the Safety Authority is now scheduling.

U: With the new COVID-19 restrictions it may be a challenge, we talked with this person and he is trying to schedule. Is anyone in the department still working on their 4th?

C: Keith is working on his last 4th paper B exam.

U: Is that why the two Steam Plant postings were non traditional (required to hold a 4th class ticket)

C: Correct

CRE Training and Relief:

U: The company approached the union a month or so ago on the issue of CRE manning. Where are we with this?

C: Covid and retirement is providing a concern for manning. We don't want to be forced to shutdown due to manning these positions. People have to respond to calls for CRE.

U: Good that the company has added 2 positions to the department to help address the issue, however there is still a concern with making training opportunities available to those waiting in the que. The union is hearing that there are still restrictions for members to train on O/T.

C: Will have to look into this.

Car Wash Reload:

U: Have the cards been reloaded?

C: Yes, beginning of October.

Mike Lockwood Accommodation:

U: We have asked for the list of applicants to the last welding posting, any information?

C: Just one, Mike Lockwood.

U: So is Mike going to be considered?

C: No, his restrictions don't allow.

U: Based on what people think? That is not fair to Mike. We know how we work around the baling line has changed a lot with the new guarding, and the demands of the mill welder falls within his current ability.

C: We don't see it that way.

U: The proper thing to do here is have a job demand analysis done on the balerman, backtender and welder positions, from there we can proceed on an unbiased and fair accommodation. This is very important to Mike on a number of levels.

C: Will talk about it and get back to you.

NEW BUSINESS:

20-15 Staff Doing B/U Work - Gas Testing on S/D

U: This goes back to the curtailment in May and the maintenance done before start-up. We know staff was doing bargaining unit work when our members were available.

C: We would have IDL doing this but didn't want extra people on site. Our staff was available.

U: This violates the CA. First Aid members were available to be used to do this work and were not used.

C: We will look into this.

20-16 Safety & Attendance Management Programs

U: These programs have been utilized in the discipline on our members, therefore fall under the collective agreement. Will the company provide to the union documents setting out these programs? Will the company disclose to the Union all material that has been placed on employee's files as a result of these programs?

C: We won't be providing that information. These programs are coaching, not discipline.

20-17 Al Bishop, Unjust Suspension

U: We withdraw this grievance without prejudice.

20-19 Darcy L, Unjust Discipline - Meal Ticket Issue

U: Darcy was in on dayshift overtime; he called his supervisor around 11AM about his meal ticket. The supervisor said he was busy but would get it to him later in the shift. Darcy said ok, or he could leave it at FA so it could be picked up on his way out. End of shift no meal ticket, nothing at FA, so Darcy calls the supervisor. The call is not well received and as a result Darcy gets a verbal warning for disrespectful behaviour. At no time was the conversation disrespectful. The discipline needs to be removed.

C: Darcy was disrespectful discipline stands.

20-20 Meal Benefit, Returning to Work after shift:

U: Do you think the pipe-fitters knew how long they would be at work that nite?

C: No, I can't say.

U: So what were they to do? Pack one two or three meals? What I'm getting at is that the past practice and the CA provide for the meal benefit in this case and what the company is doing here does not make sense. Our members need to be clear on what ground they stand and will respond appropriately. If you are changing the practice tell us what it is, and in this case I suspect members will never accept these scheduled assignments after a shift.

C: We can draw up the policy.

20-21 Roy Norman, Unjust Discipline, Insubordinate/Disrespectful

U: Here we have a 40 plus year employee with a good record, who was trying to work with his supervisor. The problem here seem to be with one particular supervisor.

C: Roy was disrespectful and was told to do a job and didn't do what he was told.

U: Roy was in the loader moving the mud, there was no truck driver to haul the mud. Bernardo never told the employees who on the new rotation were to be hauling the mud.

20-22 Roy Norman, Unjust Discipline, Covid Test

U: Roy phoned in sick citing a pre-existing condition. The company then makes their own assessment for Roy and insists on a covid test. Roy phoned the Covid Line and even though the help line had no concerns with Roy retuning to work, the company insisted on the test or isolation for 10 days. This cost Roy 3 shifts, and amounts to discipline.

C: This is West Fraser policy and we will not make any exceptions.

U: It doesn't seem right that Company Policy goes beyond what the Health Authority calls for and its all at the expense of the employee.

20-23 Dave Dotto, Unjust Discipline, AWOL

U: This was just poor communication on the status of his time off, for both the company and Dave. The schedule showed that he had coverage, this was not malicious by any means. A one-day suspension is excessive considering the situation.

C: He did not make the right effort. He needed to get confirmation from his supervisor.

U: You don't think its harsh considering the circumstances?

C: No we think it is correct.

20-24 Jim Philips, Unjust Discipline

U: Union does not feel the discipline is warranted. Jim came off one rotation and went straight to the next, it was busy. He had done the pre trip inspection, just hadn't done the paperwork yet. Was going to do it when he returned.

C: Unless the paperwork is done, then it hasn't been done. WorkSafeBC is very clear on this.

Ben Ruether, Unifor 1115, 1st Vice.