

Standing Committee Meeting Minutes

June 22, 2018, 2:00 – 2:45 pm

Present: Andrew Generous, Dan Wilson, Alexandra Carter, Glen Barker, Ben Ruether, Angelo Sia, Cam Leeson

Agenda Items:

Updated Seniority Lists

Unifor: Can we have updated seniority lists?

CPP: Yes Leona is going to send updated ones out at month end.

Pension Seminar Dates

Unifor: Do we have dates for a seminar yet?

CPP: Not yet.

Right of Refusal for Maintenance Areas with Different Start Times

Unifor: Do employees have right of refusal if they're assigned to areas with different start times from their regular shift?

CPP: No, it's considered a shift change.

Medical Travel Administration

CPP: We made some changes to both the medical travel form and the benefits guide to help clarify the process.

Unifor: We will review these and share our thoughts soon.

WI Vacation Carryover

Unifor: Can people on Weekly Indemnity (WI) carryover their vacation if they're on WI on May 1st? We are asking on behalf of everyone in that position as of May 1st this year (Uwe Dietrich and Terry Bunz).

CPP: Yes.

Job Evaluations

Unifor: We need to arrange for the Job Evaluation Board to review the Pulping Group Utility position t-rate. We also don't recall seeing the production statistics that are to be sent to the Job Evaluation Board

on a biannual basis. Please send the last two reviews for production statistics to the Plant Evaluation Committee.

18-15 Failure to Notify Bishop

CPP: We will offer \$500 to settle this on a without precedence or prejudice basis.

18-16 Failure to Notify – Fresno Concrete

CPP: This work belonged to an engineer. The relief area coordinator came by, saw the damage, and told Fresno it would have to be fixed before filling it. Fresno took that as a request to go ahead and repair it, even though that was not our intent. We offer \$500 to settle this on a without precedence or prejudice basis.

18-17 Unjust Discipline- Conversation with Howard (Ed Sankey)

Unifor: He received a written warning. I think quite simply the Union sees this as a perception issue. We talked to Ed, he said he never intended to be threatening. The bystander didn't feel it was aggressive. We believe this discipline was unjust.

CPP: The Company believes it was a deliberate intent to intimidate. That kind of behaviour is unacceptable on our site. The discipline stands.

18-19 Unjust Discipline- Car Derail (Ed Sankey)

Unifor: This was a five day suspension. We believe this is excessive. The actions were well intended with an unfortunate outcome.

CPP: This was a huge error in judgement. We had a car derail and somebody could have seriously been hurt. The discipline stands.

18-20 Unjust Discipline – Train derail (Ross Adams)

Unifor: This was a three day suspension. We believe this is excessive as well.

18-21 OT Equalization- Kappa Call-in

Unifor: The supervisor called who he understood had more experience, circumventing the call list. We are asking for make-up time for Howie Hansen.

CPP: Is the issue that of not using the list or is the issue using the specialist list?

Unifor: There is no specialist list for the analyzer as we see it. The issue is not using the call list properly.

CPP: It was a three hour missed opportunity which will be taken care of with overtime equalization. There are currently only a few guys that know how to work on the Kappa analyzer. The shift supervisor went to the shift instrumentation person to ask who to call and he told the supervisor who to call in this case and unfortunately, he missed telling the shift supervisor to call Howie.

Unifor: It's unfortunate that our member would do that. He must not understand the procedure, or he made a mistake. We don't want this practice continued. Let's train our people to the standard. Howie wasn't charged with a refusal, was he?

CPP: No.

18-22 OT Equalization- MC02 Rupture

Unifor: Justin Simms feels he was missed on the call list.

CPP: The phone records show Justin was not called. Since it was an 8 hour job, we offered Justin an 8 hour makeup Sunday shift which he has accepted.

18-23 Failure to Notify - BAM

CPP: We offer \$500 to settle this on a without precedence or prejudice basis.

18-24 Rod's Medical Travel

Unifor: The Union believes that Rod Surcess should be paid his medical travel claim. The service wasn't offered locally and he was referred to the doctor in Vancouver.

CPP: Blue cross denied the claim and we are going to stand by that decision.

18-25 Seniority (Junior over Senior)

Unifor: Logan Pflanz and Jayme Brinkert should be paid the CRE rate. They have their 3rd class ticket.

CPP: We won't do that. Keith's move is only temporary until Jayme is trained, and when we have the opportunity Logan will be trained. Keith will be moved back to D crew when Jayme is trained. Training will probably be in the fall for Logan.

Unifor: This is important to us on the basis of seniority. Is your message to the pulping group that you're not respecting seniority?

CPP: We respect seniority. We could move guys around instead, but we don't want to mess up anyone's vacation. We could move Logan to another crew, probably D crew, and move Logan's mate into his position.

Unifor: We need to look into this further. We won't give ground on the principle of seniority.

Alexandra Carter
HR Coordinator
Cariboo Pulp and Paper

Ben Ruether
Unifor