

**Union's Standing Committee Meeting Minutes June 15/20**

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

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

**Jeff Bergen:**

Unifor: Here is Jeff's resignation letter, the union will WDWOP grievances 20-07 (unjust termination) & 19-27 (unjust discipline).

CPP: Ok.

**Surveillance Cameras List Update:**

Unifor: We are still waiting for an updated list with the following information:

- Location
- Camera Capability (zoom/fixed/audio)
- Recording retention
- Who has access to this information?

CPP: We will not be providing information on who has access and retention.

Unifor: We believe what we have requested is required disclosure.

**Ticket Policy for Steam Plant Members:**

Unifor: We are still waiting for information on those members who may not be meeting the milestones as laid out in our Steam Plant Entry Policy

CPP: One member of concern, you should talk to him.

Unifor: We will talk to him after you tell us where he is in the process, we need to work together in upholding the language and giving members a fair chance.

CPP: I will get the information to you.

Unifor : That works.

**Pension Calculation Grievance:**

Unifor: We ask to leave this in abeyance to finishing our audit. Krista was great in answering our questions.

CPP: Anything you need?

Unifor: We may need to talk to Krista.

## **New Items:**

### **Grievance 20-12, WI Coverage During Covid Restrictions**

Unifor: The company has very clear policy on staying home if you have certain symptoms, yet Blue Cross is denying applicants if they answer “no” to the question: “with the symptoms you are experiencing, would normally have stayed home?” The union asks that the company address this. We negotiated short term disability benefit, and if you are telling us we are too sick to report to work, then the coverage needs to be there.

CPP: Is this just about one member?

Unifor: No this is a policy grievance; we are not sure who has been affected.

CPP: These people can get money from the government programs.

Unifor: We have negotiated something better, and expect it to be upheld.

### **Grievance 20-13, James Hruschak - Unjust Suspension**

Unifor: Where are we on this?

CPP: We still want him to provide further medical information.

Unifor: A couple times now, we have asked for the information to justify this medical release, and we ask again.

CPP: We have a good amount of observations.

Unifor: Can you share those observations with us?

CPP: No, fitness for work is company business, we don't need to share this with the union.

Unifor: Without reasonable justification, the union will not be advising James to comply. Can we just move this to Arbitration - get this issue dealt with?

CPP: We are not confident he is safe; we will not change our position.

Unifor: If both parties are locked in why not go directly to arbitration?

CPP: We will be taking it through all the steps. Why are you guys standing in the way of some kind of accommodation?

Unifor: We would like to work with you, but it needs to be based on good solid facts.

### **Grievance 20-14, Curtailment Coverage and Pay:**

Unifor: We have yet to find anyone that hasn't been paid as per the CA. During the Curtailment has the company paid as per the CA?

CPP: Yes we have.

Unifor: The union will withdraw this grievance with out prejudice.

**Steam Plant Posting 2020-11:**

Unifor: Why is this not a traditional posting, allowing applicants who are working on their 4<sup>th</sup>?

CPP: We still have a member in the department working on their 4<sup>th</sup>.

Unifor: Ok

**Getting Summer Vacation in Fieberline:**

Unifor: There is quite a concern that without summer students, vacancies and lack of trained relief, it will be very difficult to get summer vacation.

CPP: We are trying to hire new people, and are committed to covering members two weeks of holidays in the summer prime time period.

Unifor: On the training, is the company willing to pay OT to train up?

CPP: We do when it makes sense, some is happening.

**Vacation Buy-Out report for contract year 2020:**

Unifor: We are asking for the report as per the Arbitration.

CPP: Who provides this report

Unifor: Krista has in the past

CPP: Ok, we will get this to you.

**Mike Lockwood - Accommodation Review:**

Unifor: Mike believes that with the changes in how the baling line works now and his current restrictions, he is able to move up the line and do the jobs.

CPP: We need to have an updated list of restrictions from WCB to proceed.

Unifor: Ok, Mike will get on that.

**Early Retirement Government Program:**

Unifor: Any information on where we are with this program?

CPP: Yes, the people that applied, were accepted, and we are talking to them. If people want more info they should go to the government website **B.C. Forestry Pension Bridging Website.**

**Releasing Members to Their New Postings.**

Unifor: Some members are waiting to be released, and are being bypassed in their current posting.

CPP: They are being paid the rate if a Junior Member works ahead of them, with the current manning issues, it could be fall until some are released.

Ben Ruether,

Unifor 1115, 1<sup>st</sup> Vice.