

Standing Committee Meeting

March 7, 2023 at 3:00 pm Admin Boardroom

Present: John Hagley, Angelo Sia, Marc Gosselin, Darcy Lanes, Scott Fairless, Naminder Sharma

Follow Up:

1. Contract Books

Unifor: So I sent an agenda. To clean up with what we discussed last meeting, what about contract books?

CPP: I've approved the final hard copy and it's being printed but I don't have a timeline on when we'll get the books back.

Unifor: Could we get a soft copy emailed to us?

CPP: Yes for sure.

Unifor: I see those documents are on tree line now.

CPP: Easy!

2. Hot Meals

Unifor: Where did you get with hot meals in Quesnel?

CPP: There is nothing open all night in Quesnel.

Unifor: That is unfortunate... So we have to tell people to bring in their own meals on nightshifts?

CPP: Well we could bring in some hungry man meals.

Unifor: But we have to be careful, in the contract it says to provide a hot meal if it has been requested by the employee.

CPP: I get it, I just don't see a path forward. That would be an issue on an 18...

CPP: Well 18s for example, if we know that restaurants close at 10 and we can order early and hold it for a few hours?

CPP: Then they have their meal ticket, they could phone and have it delivered to the mill and pay for it with the meal ticket. Because typically that's what happens anyway. They just order a pizza and get a meal ticket.

Unifor: It depends on what they're being called in for.

CPP: If they want to hand the meal ticket to the supervisor and say get something for me to eat... I don't think we should do that.

Unifor: Sometimes maintenance people are called in and they aren't thinking about food and now it's past 10 and then what...

CPP: Yeah it's challenge, we can have frozen pizza or hungry man or whatever...

Unifor: I appreciate the thought but that's not something we would be willing to explore. We have a meeting next month with some other locals in smaller communities to see what we can do.

CPP: Yes, if we can come up with a reasonable solution we're open.

Unifor: For sure.

New Items:

3. Training Position

Unifor: Training position for brownstock and field op? Signed and good to go? Just asking for the purpose of minutes.

Unifor: We have come to a mutual agreement in regards to the fibreline training position and it has been signed off between the company and unifor 1115.

Unifor: When does that start?

CPP: Next Thursday.

Unifor: One year term?

CPP: We were thinking that.

Unifor: We opened it up.

CPP: I can give you a copy...

Unifor: I'd like a signed electronic copy, please.

Unifor: So no term ending then?

CPP: Yes.

Unifor: We should have a review within a year?

CPP: I made a commitment to meet with you guys on a regular basis because I believe there's value in seeing what's working and not and evolve from there.

4. Maintenance Outage

Unifor: Maintenance curtailment plan... any news on the BC hydro meeting?

CPP: We actually didn't hear. What I can tell you is our plan. Our plan is to a month long maintenance shutdown and run the boiler to make power other than a week for a steam outage. We will have work available for everybody.

Unifor: Everybody?

CPP: Everybody. Definitely maintenance, of course. We've blacked the month out because we're going to do as much work from contractors. Operations can take vacation if they'd like but there will be other work.

Unifor: Closed as in vacation book?

CPP: Yes, maintenance vacation book. Operations is open as far as I know.

CPP: It is, but the caveat is that the first few days, is that operation will be needed for lockouts and such, then it becomes a lull. We'll keep a few people on their jobs like head op or machine tender, but everybody else will be repurposed.

Unifor: Same in steam plant?

CPP: We're reviewing plans and manning. For now everybody is applying for vacation. We have bigger window for lockouts.

Unifor: Your lockouts go throughout the 4 weeks then?

CPP: I'm just reviewing all the jobs now.

Unifor: I heard from some guys that they were asked to look at spark and tank training?

CPP: We're going to make sure everybody is up to date on that training so we don't have to check on lists. We can reassign people as needed.

Unifor: So you didn't hear the outcome but nevertheless you're going ahead with maintenance outage and everybody is given the option to work.

CPP: We haven't had the opportunity to talk more, but from a vacation booking perspective we'll have to set a timeline so we know who will be here and who won't so we can look at what work we can do. Plus, for the first few days we'll need a certain number of people. Scott, is it fair to say that just because you apply doesn't mean you'll get it?

CPP: I don't imagine a ton will do that. The reason I chose not to say no vacation was because when we announced the latest one, there were people who had, rightfully so, made commitments to do certain things during this period and I wasn't going to tell them they couldn't do that.

CPP: We did the same thing in maintenance if they already had it booked.

CPP: The feeling I get is that most people will want to work anyway, and the extended timeline gives us some flexibility with lockouts. We'll also change schedules such as putting some people on straight days. Nights will mostly just be a head op, machine tender, etc.

Unifor: So for clarification, it is not a layoff. There won't be ROEs available?

CPP: That's correct.

Unifor: Good to clarify.

Unifor: No overtime so far?

CPP: I'm in the middle of going around on this, the short version is no. We'll work regular hours Monday to Friday. Take as much of the maintenance work on ourselves. There will be some exceptions like critical path contract work that will fall outside regular window. As a blanket rule, no. It'll be case by case basis.

Unifor: You guys have anything else?

CPP: No, I don't think so. Any more questions?

Unifor: I think we covered them. This meeting... there was a lot of hype leading up to the meeting. Will there be a timeframe...

CPP: The BC hydro one? I'm pestering people because I want to know. What I can do is, once we hear something we can share, we can let you know.

Unifor: We have interest in it as well.

CPP: On manning it's the same. We have to run package boiler, so I need equal manning to maintain that. There will be a small crew on day-to-day operations.

CPP: The answer has an impact on the future. That's one reason I'm interested. Hopefully we're fibered up and ready to go but we'll see.

Unifor: Have we switched 100% to maintenance shut and abandoned fibre shortage?

CPP: Yes for this May one.

Unifor: Ok so the meeting was scheduled prior to that decision...

CPP: They'd have discussed both aspects.

CPP: Us changing to a maintenance shutdown had nothing to do with us figuring out would happen in the meeting. It was based on what we have for fibre and what we needed to do for our mill and people. That meeting lived outside of it. It's more retroactive. The point about the future is interesting and important but had no bearing.

CPP: That meeting was scheduled more for November. That's what it came out of.

Unifor: Are we getting chips out of soda creek?

CPP: We did get some, the problem is that we don't have enough trucks and drivers. But we've convinced some truck drivers to work on Saturdays so we're seeing more.

CPP: Yes so if you guys know any truck drivers... seriously.