

## Standing Committee Meeting Minutes

September 27<sup>th</sup> 2017 3:00-3:45 pm

Administrative Board Room

Present: Cameron Leeson, Glen Barker, John Hawkins, Bruce Eby, Andrew Generous, Nicole Davis, Rachel Stefan, Dan Wilson.

### New items

#### **1. Christian Lebel's bid**

Unifor – Christian took a bid into the yard. With the family thing he is dealing with, we are asking you to add some of this time to his probationary period, 5 days, due to extenuating circumstances. So he has time to make his decision.

CPP – We have done that in the past. Christian has been working with his supervisor on this. We can extend the bid.

#### **2. Grievance 17-11 Doug Carey Unjust Discipline**

Unifor – This is where Doug wrote on the fume hood and was not wearing PPE. You disciplined twice for the same incident. Three days was excessive.

CPP – We disagree. Doug was defacing company property. As far as we are concerned the discipline suits the incident, it stands.

Unifor – How did he get a written warning and a suspension for the same thing? It's odd to see that happen. How many years of service does he have? Not trying to minimize that he wasn't wearing his PPE, but it's excessive for a 35 year employee. We want a lesser punishment.

CPP – It will stay at 3 days.

Unifor – Is it common practice to use cameras?

CPP – We will review the cameras when incidents occur, we don't monitor the cameras for that purpose.

#### **3. Grievance 17-13 Failure to Notify, Chem Prep Scaffold**

Unifor – Festus Lister saw scaffolding going up and talked to Andrew. There was no NOIC.

CPP – Malcolm is a new planner. He was rushed that day and didn't realize he hadn't notified. He was given the direction to get it done right away. He realized afterwards when Andrew followed up that he had made a mistake. We are offering a payment of \$500 without prejudice or precedence.

Unifor – Okay.

**4. Grievance 17-14 Failure to Notify Bar Screen Scaffold.**

Unifor – Notice was entered 1 month after the fact. It says it was discussed with Chris Fenton but it wasn't.

CPP – We intended to have the job done by CPP carpenters. Festus was away. Chris and the students had a job and ended up having to go to first aid right when the scaffolding had to go up. Stein called Sky Hi and forgot to submit the NOIC. We realized after Stein came back from vacation that the notice had not been entered. We offer a \$500 settlement without precedence or prejudice for failure to notify.

**5. Grievance 17-15 Mike Mchale Unjust Discipline**

Unifor – I think that he did try to call in, I believe he talked to Norm.

CPP – Mike called Norm and indicated he wasn't coming back; that he was going to deny the bid and go back to maintenance. At no point did he try and contact the shift supervisor, which is the guy he should have got a hold of. Basically didn't report to work. There were no mitigating circumstances. That's why we went at it with a 1 day suspension.

Unifor - Possibly he was unfamiliar with the department. Did he know his supervisor's contact info?

CPP – Howard talks to all the guys, he stresses that to each guy. He tells everyone he isn't the guy to call, they need to call the production shift supervisor.

**6. Grievance 17-16 Swing Clarifier Manwatch – Karen doing BU work**

Unifor – Karen , as a project supervisor, did bargaining unit work.

CPP – Staff may do man watch and gas testing from time to time if required. This work was temporary in nature and did not result in the displacement or exclusion of employees under the collective agreement.

Unifor – She wasn't gas testing, there was no emergency.

CPP – She was tank watch for a CPP tradesman. Page 85 in the collective agreement clarifies "it is also recognized that for practical and efficient operation of the mills there are occasions when a supervisor must help. Such occasions must be temporary in nature and must not result in the displacement or exclusion of employees under the Agreement."

Unifor – I think we disagree. It should be safe too. Three days before she was with another engineer and walked into an unsafe area, there are other examples as well.

CPP – We dealt with the safety element as a separate thing. These come up. It's not a displacement. We don't plan on making it a regular practice.

Unifor – Safety concerns me more.

CPP – The safety issue, we have dealt with that outside of here.

## **7. Job elimination**

Unifor – The number 2 field operator job is being eliminated. I've seen the letter, and question the third line down, "no employee will be laid off as a result". Can you explain that?

CPP – We wanted to get notice out as early as possible. We are talking about 4 people. One long term accommodated employee, 3 that are newer. The tech change package will be offered by formula to those carded for the position. One guy talked about retiring. The other 3, I don't know. The collective agreement says we need 6 months' notice, that brings us to February 1.

Unifor – Do you have the appetite to offer the package elsewhere?

CPP – No, we are concerned about demographics and attrition. If Marty takes it and the other 3 don't, they will bump, everyone will get jobs in the mill. Last time we did this was 2003. We offered the package to others who were not directly affected because we wanted to reduce overall numbers quickly. With attrition where it is now, we don't need to.

Unifor – So employees will be bumped down the line of progression, the bottom 3 will be bumped out of the department. 3 people directly affected, do their wages get protected?

CPP – Yes, 6 months full wages and then it goes down.

Unifor - Will those 3 people who are bumped out of the department get wage protection as well? (Jon provided an arbitration to the Company)

CPP – We will do what is right, what the agreement says. We will look at the arbitration as well.

Unifor – People remember 2003 and will want it again.

CPP – In 2003, we needed 12 positions reduced quickly, lots of senior guys took it.

Unifor – Those bumped out of the department, will they get to choose which branch to go down?

CPP- The 3 with least seniority will go into the labour pool and can bid on jobs based on mill seniority.

Unifor – Can an employee change their mind on bleach plant/dry end in the future? Or are they stuck with their previous decision?

CPP – I don't see why they wouldn't get a choice.

Unifor – Tech change calls for a committee: 3 on each side to make it seamless.

CPP – In 2003, we met with the union a lot to figure out what would happen. We will do what is fair and reasonable.

Unifor – The collective agreement outlines training.

CPP –Do we want to form a committee?

Unifor/CPP –Agreed a committee will be formed to discuss the upcoming technological change. 3 members each for CPP and Unifor.

Unifor – Are you waiting until the end of January to make the offers?

CPP - Yes

Unifor - Is the equipment operational yet?

CPP – A couple more parts are coming in. It should be good to go.

Unifor – Sometimes it doesn't get going right away, or it doesn't work and testing still needs to be done. Then what?

CPP –The guys have a good plan around how to troubleshoot.

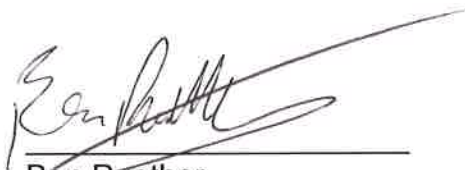
Unifor – Guys have asked if they would be doing the testing after.

CPP – If it breaks, we have to do testing, but that isn't the long term plan. The idea isn't to give testing to others. If it breaks, we can't run the process blind. We have back up plans, we don't intent to load it on to others, that's not the whole idea of automation.

Union – That's good enough for now.

## **8. Steam Plant Tickets**

CPP –Christian missed the 24 month deadline. Couple guys coming up on the 24 month deadline that I haven't talked to; seem to be on a good path.

A handwritten signature in blue ink, appearing to read "Ben Ruether", written over a horizontal line.

**Ben Ruether**  
**Union Representative**

A handwritten signature in blue ink, appearing to read "Rachel Stefan", written over a horizontal line.

**Rachel Stefan**  
**Company Representative**