



Standing Committee Meeting Minutes

March 11, 2013 2:00 to 4:40 pm Administration Board Room

Present:

Dave Needham, Reg Meisner, Ben Ruether, Doug Carey, Dan Wilson, Cody Crick, Glen Barker, Tony Christy, Nicole Davis

Grievance:

1. #14-02 John Massong, unjust discipline – Leaving before the end of his shift.

UNIFOR – John was already frustrated with circumstances in outside area, feeling practical suggestions are not being heard by management. He struggled with a piece of equipment that was frozen in the snow and the equipment fell when being removed by a loader, this caused frustration because he had suggested previously that it should be stored differently. The supervisor has previously allowed others to leave early and take banked time. Please remove discipline.

CPP – This is the first management has heard about these particular details involving the falling equipment. The company will investigate these new details before it makes a decision to change the discipline or not.

Follow up from last meeting:

1. Overtime equalization year-end review.

UNIFOR – There must be problems with accounting. The gap is too great. What can be done differently?

CPP – Dave compared the gap from 2013 to 2014, in most areas, the gap has not widened. Dave has also reviewed with supervisors in departments of concern the importance of ensuring hours are offered to all eligible members and thoroughly recorded. Dave and Dan are monitoring every call-in to ensure accuracy.

2. Cleanliness of Steam Plant Control Room.

CPP – Frequency of janitorial clean-up has been increased to 3 times per week for sweep and wet mop. Garbage emptying will remain the same. Reevaluate effectiveness in future.

3. Rate of Pay for G2

UNIFOR – Job evaluation formula is outdated. Spoke with evaluation board members, management and union. Job evaluation changes should take place during negotiations, so we were told we need to work this out on our own. Therefore we are requesting a deal extraneous to the job evaluation plan.

Doug also expressed concern around the safety and leadership of the department following the departure of Dan McRae.

CPP – Tony investigated the options with the job evaluation committee. If an in-house agreement was to be made, it would put us out of caucus with the collective agreement. We understand that additional power generation did not provide the increased steps expected within the current job evaluation plan, however as a company we cannot make any special arrangements. We cannot operate out of caucus.

In response to Doug's concern around the safety and leadership in the steam plant, Tony noted that Sean Doucette is the temporary Acting Chief to ensure regulatory and leadership responsibilities are maintained.

New Items:

1. Carryover of Lloyd Borisenkoff's unused time off.

UNIFOR – Union was informed that the company's practice is to pay out ½ vacation time, floaters carried over for 1 year already would be forfeited, and banked time would be paid out. We do not believe this has been the practice and are aware of two examples where vacation over 1 year has been carried over along with floaters. At this time the union will not pursue the issue as Lloyd will return prior to May 1st and there is no issue on the carry over of unused time off, however we do not agree with the company's position and may have to address at next negotiations.

2. Light duty forms:

UNIFOR – 2012 form was good, similar to sample shown in collective agreement. 2013 form has added verbiage. When did this happen and why?

CPP – Review date is indicated on the bottom of the form. Will address further next meeting.

3. What is the accommodation policy for Cariboo Pulp?

UNIFOR – According to Reg, the Privacy act requires CPP have:

- a) Clear policy and procedures for handling accommodations
- b) An individual who is appointed to deal with all accommodations within the mill

There are additional rules around who has the ability to view the information and where it is stored.

CPP – Will address next meeting.

4. Discussion on light duty assignments (discussion on Clint Cave)

UNIFOR – Clarification is needed as to whether Clint Cave has been given light duty or an accommodation. Light duty cannot displace regular employees. Accommodations involving positions outside the employee's regular department require a union executive or steward to be informed. Accommodation of employees when needed is appreciated by union; however need proper paper work in place.

CPP – We are doing what is best for Clint. No one is being displaced by Clint's assignment. The only person, who could be affected monetarily, is and has been receiving equal pay. This situation is unique. It was expected to be very short term. At this point it may be considered an accommodation. Dan, Tony and Reg to discuss at another meeting.

5. Job posting language for fibreline

UNIFOR – Latest posting has reverted back to the old language. New language has been discussed in Sept 2013 standing committee meeting. Please update for future postings.

CPP – Will correct.

6. Grievance – Limed Vehicles

UNIFOR – Asking Company to pay for full vehicle damage as has been done in the past, rather than just the deductible it has agreed to pay for November incident. Asking company to stick to past practice and bring concern to future negotiations. Estoppel argument.

CPP- There has been no violation of the collective agreement.

7. Grievance – Ryan Ardell Termination

UNIFOR – We consider termination unreasonable and excessive measure. Ryan did not misrepresent his medical condition; it is confirmed by his Doctor. Can his termination be rescinded?

CPP – We are going to move it forward.

8. Ryan Ferster use of banked time

UNIFOR – Ryan gave two weeks notice, then it came to his attention that only ½ his banked time would be paid out. He would like to change his request to two weeks later, without being at work, to use more banked time.

CPP – Ryan had put in request for floaters to be used prior to his last day and Norm already encouraged Ryan to use banked time and get paid out for his floaters. Ryan's notice stands as he gave it originally.

Signature on file
Ben Ruether
Union Representative

Signature on file
Nicole Davis
Company Representative