

Union's Standing Committee Meeting Minutes Feb 25/01

Company: Rachel S, Alec C, Darcy L, Andrew G, Nimi S

Union: Glen B, Ben R, Cam L, Marlene H

Note: These are not joint meeting minutes, they are the unions.

FOLLOW UP FROM LAST MEETING:

Progress of Tickets in Steam Plant:

U: Any issues?

C: Concern for one member has had trouble booking exam dates due to Covid. Zero papers complete, March 1st is the booking for the 1st exam. He needs to have his third by Dec 2021.

CRE Training and Relief:

U: How is the training going?

C: Always a challenge as to availability of the members. Have added manning to the department in anticipation of retirements and to help with the matter.

U: Has O/T been offered to the members to train?

C: It is an option.

Release of Byron H to Maintenance:

U: Where are we with this?

C: March 8, he should be released.

Mike Lockwood Moving up LOP or Taking Welding Bid:

U: Any further thoughts on the matter?

C: Welding doesn't seem to be a good fit for Mike and his restrictions/limitations, but we are looking at him moving up LOP. Working with Mike R on that.

U: A job demand analysis can be a good tool to help answer any questions around reasonable expectations.

Grievance 20-15, Staff doing Gas Testing During 2020 Spring S/D

U: Where are we with this?

C: What do you want?

U: Anyone in FA, to be made whole. There was a number of opportunities for those members to work O/T.

C: Will go look at the schedule and see who could have done what.

NEW BUSINESS:

20-25 Al White, Failure to Provide Work/Accommodation

U: As the grievance states, Al was fit to return to work yet was not provided with any from approx. Aug 19, 2019 to June 14, 2020. During that time, he had no WI or LTD. As we know Al eventually reported to work as an unrestricted millwright.

C: He was off on Dr's note the whole time. Wasn't until he signed a medical release that we could have a close look at his restrictions/limitations.

U: It is the Unions understanding that during that period to Al starting work as a millwright, nothing changed as far as his restrictions/ limitations.

20-26 Marty Sportac, Unjust Discipline - Moved to Chip Screens

U: We have asked for Marty's discipline record. To date none have been provided, so its clean. Marty has no restrictions or limitations. There is no justification to Marty being moved out of his bid position. Are you going to correct this?

C: Not changing this. Marty has a long-standing record of discipline and safety issues. The company does not feel he is safe.

20-27 Al White, Seniority, Not allowed MH Bid

U: Bid #2020-26 was filled by a member with less seniority. Al was qualified. Al was told by his supervisor that he did not qualify because he was accommodated as a millwright. To date Al continues to work as a millwright with no restrictions or limitations, he does whatever needs to be done and is dam proud of it. In what Aspect of the Senior Equipment Operator position would Al have to be accommodated?

C: Was taken off the Warehouse bid because of his left wrist strength.

U: We all know that work hardening trial was not properly executed and fair to Al's recovery at the time. He is now working as a millwright, arguably the toughest physical job in the mill with no issues. Hard to see how the Senior Equipment Operator job would not be possible.

C: Its WCB that has the restriction that Al cannot operate equipment where strength in his left wrist is an issue.

U: We do not believe that is true.

C: That is what we have on file, if it has changed, WCB will have to inform us.

U: We will contact WCB for a summary of the file.

21-01 Kyle Campbell, Andy Robertson - Unjust Discipline

U: What lesson is the company trying to drive home on this discipline?

C: Don't remove parts with locks on it.

U: Not a bad message, but we know its more complicated than that with some of our practices in which we do just that. We also know there were a lot of contributing factors to bring us to this situation. The discipline when considering all is unjust.

C: It will stand.

Steam Bid #20-2104:

U: Who were the applicants?

C: No, I can't tell you that.

U: Weird, we never had a problem with that in the past. Well then, did the senior applicant get the bid?

C: We all know were talking about Marty, and no he didn't.

U: Why didn't he get it?

C: He can't do lockouts.

U: Why?

C: Concerned whit safety

U: Why?

C: His complacency.

Members off on WI/WCB, Carry Over of Earned time off:

U: Any issues if these members ask to carry over their time off if requested/ required?

C: Will look into and get back to you.

Year End Booking of Earned Time Off:

U: Any issues getting everyone through by May 1st?

C: No issues, may have to book a few people, will know better by next week.

Training for Head Operator in Bleach:

U: It looks like there may be some deficiencies in the number of trained operators. Any plan to address?

C: Mark will be back soon, that should help.

U: If there is ever a time that this position cannot be filled by a qualified person, the union would expect that the most senior unqualified operator be asked and together with whatever

staff help be required, manage the position. This not only covers the position, but also starts the badly needed training.

Joint Safety Committee Future:

U: We still on for the meeting next Thursday at 2:00?

C: Yes, its just a reschedule of the regular monthly meeting.

U: No, that would be happening. We need to address how if possible that the Union and Company work together as a joint committee and leave the discipline and politics out of it.

Ben Ruether, Unifor 1115, 1st Vice.