



## **Standing Committee Meeting Minutes**

**January 14, 2015 3:00 to 4:30 pm** Administration Board Room

Present: Dave Needham, Ben Ruether, Doug Carey, Dan Wilson, Cody Crick, Tony Christy, Glen Barker, Nicole Davis, Garrick Powell

New items:

1. #14-18 Ed Sankey, unjust discipline (2 tour suspension for bullying and harassment).

Unifor – How has Ed’s behaviour been?

CPP – This is not the place to discuss such details. Any concerns are addressed through the Supervisor.

Unifor – The discipline given to Ed is excessive in the Union’s opinion, based on the circumstances. It is some people’s opinion that the information provided was not factual.

CPP – The discipline remains unchanged.

2. #14-19/20/21 – Call in errors.

Unifor – In all 3 cases a simple mistake resulted in loss to the member, we expect make up time to be given. Overtime equalization will not compensate the members for this kind of loss. After the Ralph Nelson consent award, it is not our opinion that we have agreed to give up makeup time for shifts less than 8 hours.

CPP – The consent award was the outcome of arbitration. As per the letter in the collective agreement, the company endeavors to equalize overtime. It is the company’s opinion that we should not be penalized for every little mistake. We have taken the consent award as a guideline. In all three of these grievances, the call in was for less than a full shift. Dave has followed up with Supervisors who made a mistake in the call in procedure.

Unifor – That is unfortunate, that is a far step from where we thought we were. We expect at the end of the year OT should be equalized, however we see major discrepancies between departments.

CPP – We work hard to equalize OT. We have worked hard with the union to develop a system to equalize OT. There will be other opportunities. Refusals account for a lot of lost opportunities.

Unifor – We ask again for you to consider make up time, and reconsider using the consent award as a guideline (i.e. holding fast to 8 hours).

3. #14-22, Don Sankey, unjust discipline – Mud Storage (2 day suspension).

Unifor – Did the company follow up with outlining expectations for Don as per our last meeting (from the previous discipline)?

CPP – The review meeting was put on hold when another similar situation arose just before Christmas. Some new information came to light that needs to be considered. Our intention is to meet tomorrow to review the incident and to follow up with Don. We will not have Don serve his suspension until we complete our review of the new information regarding his previous discipline.

Unifor – We will wait on the grievance until follow up has been completed with Don.

CPP – Tony/Dan will ensure a follow up meeting is held with Don to ensure he understands his error and what to do differently in the future.

4. 14-23 Call in error –Keith Law and Suresh Keram

Unifor – The company did not follow the agreed to call in procedure in bringing in extra help for the 65% storage tank issue. The union expects make-up time for these two members.

CPP – Keith's grievance is not valid, he was scheduled to work that night and we brought Russ in early to brief on the job as extra help. The equipment is Russ's and we required a specialist on the job to ensure the job was completed that night. This is a one off situation.

Unifor – Russ was scheduled as a CRE that night and would be the incumbent for the early call in as a CRE. The job called in for was Field Engineer's work, which any qualified FE can do. The call in procedure is to use FE's for this work. If you do not develop the current FE's, and engage them to these challenges, how else with others learn?

CPP – On other occasions as well as other areas of the mill this is what we do. On this occasion we required someone who has done the job before and had the specific experience.

#### 5. Overtime equalization annual review

Unifor – The equalization process does not seem to be working. Looking at the yearend report we see that some members are not being equalized. Through the year we tell our members that the company has the latitude to manage as “they see fit” however their commitment is to equalize through the year, and so here we are asking what will you be doing to live up to the agreement? We have complaints from the shift workers for not getting equal opportunities.

CPP – Shift guys get different opportunities than the day workers. We do everything we can to equalize overtime in a financially responsible manner. The spread is not increasing; in fact it has improved slightly over the last year. We have a commitment to endeavor to equalize overtime and we follow our guideline. The system is working the best it can; there will be no changes coming.

Unifor – We will submit a grievance. We do not feel the system is working. The Company is not living up to the agreement in the collective agreement.

#### 6. Electronic Logbooks

Unifor – What is the security for data entries? Can someone go into the system and modify another user’s entry? What is the reason for changing from written to electronic logbooks?

CPP – We are confident the security measures are in place. Dave Needham will follow up to ensure that entries cannot be anonymously modified. Having the logbooks in electronic form, means improved communication as anyone across the mill can access them and review.

#### 7. Sleep time

Unifor – At contract negotiations we discussed sleep time and were informed that the current practice would be upheld. Some supervisors are not aware of your commitment to continue sleep time, and therefore application is inconsistent. We want it consistently applied. Some new employees miss out on the opportunity as they are not informed.

CPP – There is no policy on sleep time, however it is a practice that we have had. Norm will follow up with supervisors to see if there are any inconsistencies and ensure consistent application. As it is not a policy we can discuss this more outside the meeting.

Unifor – Ben will follow up with Dave next week.

8. Light duty assignments

Unifor – We expect to be involved and know what is being assigned.

CPP – Nicole will be the common go to person between production and maintenance. Nicole will communicate light duty assignments with the current union O.H. & S person (currently Cam Leeson) through email. If further discussion is required a meeting can be arranged.

9. Job evaluation statistics for first half of 2014 was provided to Ben Ruether.

Follow up from last meeting:

1. Union executive internet privileges.

CPP – No changes will be made. Email is provided to accomplish CPP business purposes only.

Unifor – We have determined that some executive members have the access we are looking for; can the list be updated to include the new executive members?

CPP – Nicole will look into this.

2. Noise in the steam plant control room

Unifor – Some work has been done, its better, but still not good enough.

CPP – We intend to keep working to reduce the control room noise.

3. Steam Plant OT call in procedure

Unifor – move forward to next meeting.

4. 14-01 and 14-04 – Grievances related to lime excursion

Unifor – We choose to withdraw these grievances without prejudice. We will bring the concern to next negotiations.

5. Cleaning schedule for the steam plant control room

CPP – We will look into increasing the cleaning frequency.

Signature on File

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Ben Ruether  
Union Representative

Signature on File

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Nicole Davis  
Company Representative