



Standing Committee Meeting Minutes

January 21, 2013 3:00 to 4:45 pm Administration Board Room

Present:

Dave Needham, Brian Bush, Ben Ruether, Doug Carey, Dan Wilson, Nicole Davis

Grievances:

1. #13-10 Stein Aaslie, unjust discipline – Leaving before the end of his shift.

CEP – The union understands that the communication between Stein and Colin was poor and both parties have learned from this. Request to remove discipline from Stein's record.

CPP – The discipline stands as Stein was denied the requested time off by his supervisor and then left the mill without permission.

2. #13-11 Unifor 1115, Failure to notify – Gamache in to dig out reclaim without proper notice.

CEP – The union asked if a notice was submitted? Additionally scope of work was beyond what had originally been discussed with supervisor and employees. Request Company to remind supervisors to be timelier in issuing notices.

CPP – Confirmed a notice put in the following day. Dan Wilson has had conversation with supervisors to ensure that notices are issued in a timely manner.

3. #14-01 Unifor 1115, Damaged personal vehicles on mill property.

CPP – Request union to speak to Bruce, Heather and Nicole in regards to this matter at a separate meeting as those present do not have enough information.

CEP – Will contact Heather to arrange a date.

Follow up from last meeting: Scheduled OT procedures

1. Fiberline: Chip Screens and reclaim areas:
 - a) Bid position holder for Chip Screens Day Labour (unless bid position holder is temporarily moved up the line of progression, then the first call start at b).
 - b) Bleach Utilities
 - c) Production Labourers.
 - d) Labour Pool employees who are fully trained in chip screens.
 - e) Summer Students who are fully trained in chip screens (understanding that summer students do not train up on lockouts)
 - f) Any Labour Pool employee.
 - g) Any Summer Student.

2. Steam Plant: Hog handling.
 - a) Bid position holder for Steam Plant Day Utility
 - b) Follow the agreed to Steam Plant Procedure for covering an overtime shift.
 - c) Labour Pool employees who are fully trained in clean-up of the Hog Area.
 - d) Summer Students who are fully trained (understanding that summer students do not train up on lockouts)
 - e) Any Labour Pool employee
 - f) Any Summer Student.

3. Material Handling: Chip Dump
 - a) Senior Equipment Operators
 - b) Material Handling Day workers (Crane Operator, Trackman, Day Utility and Chip Tester)
 - c) Labour Pool employees who are fully trained in clean up of the Chip Dump Area.
 - d) Summer Students who are fully trained (understanding that summer students do not train up on lockouts)
 - e) Any Labour Pool employee
 - f) Any Summer Student.

New Items:

1. Steam Plant call in procedure for clean-up work vs. the use of Master Blasters.

CEP – Steam plant employees would like the opportunity to do clean-up work prior to using Master Blasters. We understand that the work needs to be done, but try calling through the list first. We realize work involving vacuum truck requires special training that we don't have, but there is plenty of other work such as shoveling hog spills.

CPP – We will try our best to call through the list prior to contacting Master Blasters.

2. Booking of members earned time off.

CEP- Reminder: As per the Collective Agreement – Local Items (Vacation Guidelines – pg 47), it is the company's obligation to book floaters prior to May 1st, when they would be forfeited by members who have not taken their time off.

3. Follow up of Dave Logie's grievance and clarification of the company's position on the grievance.

CEP - Is the language presented here correct?

CPP – Not sure will look at it again and get it to you.

CEP – Our members really are felling beat down enough, but if this is the direction the company needs to take, we will inform them.

CPP- For an error in call out equal to one full shift or less, make up time is not required.

Shift definition: The type of work being called out would define what a full shift is. For shift coverage, a full shift is 12 hours. For a 9-hour day worker, a full shift is 9 hours. If it's for breakdown, a full shift is 8 hours (since we treat regular days off as 8 hours). This only applies to those governed by the maintenance department's overtime equalization agreement.

4. Cleanliness of steam plan control room.

CEP- Janitorial staff not cleaning to the extent they used to. They have been informed by their boss that anything extra is overtime and must be requested by the Company. Floors are very dirty and need to be better cleaned. Members are aware they are responsible for general tidying, own garbage and dishes.

CPP- The company will review the janitorial contract details.

5. Dry end washroom. Truckers using facility, repairs and cleanliness issues.

CPP- Short term solution is that we will bring in a Porta Potty & hand cleaning station when truckers are expected to be used. Long term solutions are being investigated. The company asked if the union was aware of any repairs required.

CEP- Not aware of any specific repairs required.

6. 9 hour schedule and work week hours concerning premium pay. Application of Sunday Letter and overtime when a 9 hour day is coupled with a floater, stat holiday or lieu day.

CEP- Requested the Company to count the day as 9 hours instead of 8 when this situation arises. Members are more likely to come in for overtime if they will qualify for premium pay.

CPP- The union's request is denied.

7. Apprenticeship LOA (living out allowance) on the Family day holiday.

CEP- Has this issue been resolved?

CPP- Misunderstanding due to old information on the request form. This day has been paid and will be paid in the future. The form has been edited.

8. Abuse of flex: Mason being assigned work for periods more than 2 weeks while core duties contracted out.

CEP- Mason feels like he is doing carpentry work 100% of the time while his mason duties are contracted out. The union will investigate their information for accuracy. Will follow up.

CPP- The weekly work assignments is showing two mason jobs this week. Mason's supervisor has not been made aware of this concern. The company isn't aware of any concerns on this subject.

9. Rate of pay for G2.

CEP- defer to when Tony Christy is in attendance. Doug to forward emails to Dan for further information.

10. Year-end OT equalization.

CEP- Spread for some trades is unacceptable. Shift millwrights have clearly rose to the top of the list and are not getting the same opportunity.

Suggestions for correction of the millwright issue would be utilizing them for covering shift vacancies whenever possible, or double up on shift workers during shut downs. The other trades with a large difference we are not sure what the answer to this problem would be, it needs to be looked at closely.

CPP- Dave Needham will review the numbers and see if there are any problems with the system. To be discussed at the next meeting.



Ben Ruether
Union Representative



Nicole Davis
Company Representative