

## **Standing Committee Meeting Minutes September 18, 2018**

**Admin Boardroom. 3:00 pm – 4:30 pm**

**Present: Alexandra Carter, Dan Wilson, Naminder Sharma, Andrew Generous, Ben Ruether, Glen Barker, Angelo Sia, Cam Leeson**

### **Follow up:**

#### **1. Pension Seminar dates:**

CPP: I believe we have some tentative dates. We will have to ask Leona and let you know.

#### **2. Job Evaluations:**

CPP: We'll set up a meeting with the committee.

Unifor: There some stuff we want to bring to your attention. From the floor, apparently Julie has some new duties and wants her job evaluated. She has a new system and a new chip splitter.

CPP: We'll follow up. I think it's the same job. Nothing with entry level though?

Unifor: Fred and Vince would look at that wouldn't they? You have to submit to them the changes and write a summary about what the changes are and they say if it warrants a re-evaluation. The chip screens guys are running the vac truck.

CPP: When they're trained on lockouts they get Production Day Labourer rate. There was an evaluation about 7-8 years ago and I don't believe anything has changed.

Unifor: Labourers are running vac truck, etc. and those all count toward points on job evaluations. We just want the job evaluation people to come in and see if there's some consideration for base rate.

CPP: If they're doing those positions then they're paid labour rate.

Unifor: You said only the person holding the card position they get card rate.

CPP: Once they're trained then they get the card rate. Everyone gets trained on lockout except students. So then you're arguing for the students.

Unifor: Also, senior equipment operators on the cyclone might need to be evaluated. What about the new concentrator? Have you gotten production records? Will that affect senior operators? It might be too early though, I think that's 6 months out. The Pulping Group Utility is the main one, though.

CPP: We'll send you the production records.

### **3. Settlements:**

Unifor: The Company offered settlements for 18-15, 18-16, 18-18, 18-23 for Failure to Notify. We will accept those.

### **New Items:**

#### **1. Grievance 18-26 – Ron Horutko (Filling Crew Vacancy)**

Unifor: This short-notice vacancy was filled by holding the dayshift over and bringing in the nightshift early, rather than calling available workers. That is an err in procedure for covering time off. The Union is asking make-up time to be provided for whoever would have been called.

CPP: We offer Ron make-up time for this shift as he would have been the one called.

Unifor: We accept.

#### **2. Grievance 18-27 – Suresh Keram (Unjust Discipline)**

Unifor: This was an unjust discipline for Suresh. This is a job that has been going on for quite a while. The procedure is inconsistent at best.

CPP: Suresh was assigned the job. Everyone was concerned about keeping the vacuum pump in service. Our Steam Chief was acting as Area Coordinator at the time, and he instructed Suresh how to do it and asked him to switch on the gas alarm as there would be gas while draining the acid, and people should leave the area for health reasons. We also had a complaint from the Electricians that they experienced gas when acid was drained in vacuum pump. Turns out the acid was drained without switching on the gas alarms. Suresh agreed that he made a mistake. The Steam Chief and Supervisor had both asked him not to do it that way. There is a responsibility by law for our power engineers to follow certain standards.

Unifor: There's some truth in what you're saying. Suresh was very forthright that he does recall the Steam Chief say, "Turn on the alarms". For some reason he had a brain fart and defaulted to the old way, but nothing he did was malicious. For that reason we are saying the discipline was heavy handed and we would like to see it rolled back. Suspensions are very serious.

CPP: There were multiple discussions around this with Suresh; I don't see how he could have forgotten.

CPP: I think the bottom line is that two guys told him how to do the job and it's pretty serious in our eyes. The communication was very clear in this situation from the Steam Chief and the Supervisor.

Unifor: It wasn't malicious. A lot of people learned a lot from that incident including procedures. Suspensions are very serious in nature and he's taken responsibility. I might be misunderstanding the communication part in this, I understood that the conversation was more casual.

CPP: No, Suresh wanted to do it the old way, and the Chief and Supervisor each explained which way they wanted the job done and why.

Unifor: Was he not told to put on a Scott pack? Because he can't put one on.

CPP: He didn't come to us with any concerns. I am looking at this seriously because we need people to follow what Steam Chief says.

### **3. Grievance 18-28 – Wade Price (Unjust Discipline)**

Unifor: Wade was given warning for not shaving. It was subjective. Wade passed a fit test; the facial seal was not a problem. To me that's the issue. The Union feels that this discipline is unjustified considering the facts of the matter.

CPP: He was given a warning about not shaving, he was talked to multiple times before that and he was not shaving.

Unifor: It's subjective.

CPP: The issue is that he had been asked to come to work clean shaven and he was not. His behaviour has since changed. The policy covers people that need to be clean shaven; pipefitters often must suit up in emergencies.

Unifor: The policy is vague. You're cracking down on Wade.

CPP: Wade isn't the only one we've spoken to, but we did talk to him before this grievance came up.

Unifor: The administration of the policy is less than consistent. Does everyone in maintenance get fit tested?

CPP: Everyone can be if they want to ride the elevator.

### **4. LTD recalculation:**

Unifor: When was the LTD last recalculated?

CPP: I talked to Leona and the recalculation was done around May 1<sup>st</sup> with Krista. It's done every year, as per the collective agreement.

Unifor: Can we get a copy of the recalculations?

## **5. Vacation payout:**

Unifor: Where are we at with the vacation payout issue? We'd like to know who received payouts.

CPP: It seems that our supervisors did not have accurate reporting for their crews' vacation time and that is why it did not get scheduled as it should have. The payroll system was set up to pay out any accrued vacation pay and clear out the vacation time. We will ensure that our supervisors are able to follow Company policy in the future. We won't be sharing names, though.

Unifor: We are looking to have those hours given back to the employees and the pay taken back from these employees. It's a very sensitive issue and contrary to the Collective Agreement. I don't see why you can't share the names. We have a big issue.

CPP: Is anyone complaining about it?

Unifor: We want those hours put back. The time can even be unpaid. We have some test cases. They didn't realize what was happening. We want that unwound.

CPP: I can't give you a definite answer right now.

Unifor: I've been fielding a lot of questions for payroll and we've been telling people to be patient. But at the same time, you have to give us the same respect. Banked time is a good instance. Anybody that had banked time expiring. We want to put that time back and give people a chance to use them. Floaters the same thing. That's our position.

CPP: We will have more discussion around this.

## **6. Pension Contributions:**

Unifor: We are wondering about employee moves when it comes to pension contributions.

CPP: Employee moves go through payroll, including for pension contributions.

Unifor: Yes, but a lot of employees are moved around. We're looking for assurance. Dave was getting pension deductions from the wrong rate. It's not off card rate, it's off earnings.

CPP: That should take care of itself then.

Unifor: We're wondering if something that is going on with the system? You need to look into the system. It's likely not only Dave. How do you go about moving people? We need somebody to show us how those pension contributions are being made.

CPP: It's not as easy to see with the new payroll system, but the moves are going through.

Unifor: We want to make sure this system is working.

### **7. Reposting Day Labourer Bid:**

Unifor: Are you going to repost?

CPP: No. I know what you guys are saying but that opens things up for other bids.

Unifor: We will grieve it later. You still control it. You're doing it correctly by placing the senior person from the labour pool. Maybe he didn't want the position. It's the principle of the matter.

CPP: We asked the senior employee if he wanted it, and he did so we put him there instead of hiring externally for that position.

### **8. EFAP:**

Unifor: There are a few issues here; the first is training as per the Collective Agreement.

CPP: I'm working with Garth Walmsley to set up some training for our committee. I don't have set dates yet.

Unifor: Our next concern is the transition of moving to another provider. We want to ask that the company considers somewhat of a transition period and the relationships in place right now. We've had numerous people come to us about Walmsley.

CPP: The changes are coming October 1<sup>st</sup>, but we aren't going to cut anyone off from their current provider. They can continue with the counsellor they are seeing until they reach a resolution for that particular issue, and if a new issue comes up after October 1<sup>st</sup> then they will find a counsellor through the new system. Nobody is forced to see one of the Walmsley counsellors; other counsellors in town such as Kokopelli are going to contract to Walmsley. Employees can also make use of the online services to talk to counsellors in different locations such as Prince George. There will be a transition period for our employees and we want to help them find the right fit.

Unifor: Our employees are unaware of that; I don't know how we can spin out of this. Put something out there to give people reassurance.

CPP: We'll find a way to communicate these changes.

Unifor: Ok, what you just said is good.

### **9. PBC Medical Travel:**

Unifor: How is this system is going to work for pre-approval and how that will work for our employees?

CPP: Members will need their policy and ID #s when calling the 1-800 number. PBC strongly suggests going through the benefits booklet that they put out because it defines what is covered for medical travel. Conversely, members can log in online at [www.bluecross.ca/members](http://www.bluecross.ca/members) and see their benefits laid out there. When calling the member needs to give PBC everything they have from their doctor to see if it will be covered (what the visit is for, where, what specialist/practitioner, as many details as possible) because it will be difficult to answer on generalities. If still unsure, the member can send in for a pre-authorization to PBC- just attach all the information you have thus far to a claim form. Members can still talk to HR if they have a more straightforward question or need forms. Will have new forms out by end of October

Unifor: I know that we're going to run into sticky issues. I'm worried about the norm here. If people understand that it's Blue Cross making the decision but that HR can give guidance. That's what the members need and want. It's understandable for the weird ones for HR to say go seek guidance from Blue Cross.

CPP: Yes, most issues are straightforward, and employees are still welcome to come talk to HR if they have questions.

### **10. Pay Statements:**

Unifor: Our pay statements are not printing properly and the last few lines are cutting off. Can you go to IT and ask them to fix it? Landscape will get all of it but we want a way for these to print easier.

### **11. Sankey DRP:**

Unifor: For the record we had gone to legal counsel for the Sankey dispute process. The local is going to withdraw.

### **12. WI and WCB Employees:**

Unifor: We'd like to have a conversation around this. The employees on WI and WCB weren't included in the luncheons. There is something else to consider... jackets. How are you going to do that? We think that members on WI and WCB should be included in the reward. People on LTD are kind of removed but we aren't making an argument for them at this time.

CPP: We will look into this.

### **13. Millwright Apprentice Start Dates:**

Unifor: We heard the apprentices aren't being released until January.

CPP: No, it's October 1<sup>st</sup>. Two new employees started in chip screens and we wanted to get them up to speed. Two guys will be coming inside first week October.

Unifor: So we were misinformed. Another posting will go up for that?

CPP: Yes.

Unifor: When employees start, do you tell them to bid?

CPP: We send a note out to supervisors usually. It's never perfect. Labourers who are temporarily assigned inside the mill get confused and don't think they need to bid on the Production Day Labourer positions.

Unifor: Were the guys warned about the stores position?

CPP: It gets posted but new people might not understand the system yet. We will inform them that there is a bid posted for stores.

\*\*signatures on file

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Alexandra Carter  
Cariboo Pulp and Paper

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