

Standing Committee Meeting Minutes

February 13, 2019 2:30 – 4:00 pm

Present: Alexandra Carter, Andrew Generous, Dan Wilson, Naminder Sharma, Ben Ruether, Glen Barker, Rick Jacobsen, Travis Englund

Follow Up:

1. 18-35 Earned Time Off

Unifor: You said last meeting that you would let us know the following week what payroll can share. I don't recall any communication or follow up.

CPP: I'll have to look into what I sent, but I do recall sending you an email. I can't remember what the day was or what exactly I wrote though.

New Items:

1. OT Lockdown

Unifor: West Fraser missing it's earning expectations? That must be concerning for the executive team. They say there's a lack of confidence in the management team because a forecast was missed. I was wondering, is that coupled with why we're experiencing a lockdown on overtime?

CPP: I don't know what you mean about a lockdown on overtime?

Unifor: People are much more conscientious of overtime opportunities right now.

CPP: What are you seeing? I'm not aware of a lockdown.

Unifor: There was a project that was going to bring everyone in on their Fridays off, and now it's been forgotten about. That's just one example.

CPP: I'm unaware of that one and there is no lockdown on OT.

2. OT Equalization Review

CPP: I thought we'd discuss that outside of this meeting.

Unifor: I was hoping we would but it's already February. Do you want to set a date?

CPP: I would prefer to.

Unifor: You might want to talk to the E&I Supervisor and see why some hours aren't being charged. We did an audit and we'll see if he is able to speak to that. It'll be part of our discussions.

CPP: Have you already talked to him?

Unifor: I tried once, but with this paperwork it's obvious where problem lies.

3. Year-end Vacation Booking Earned Time Off

Unifor: Is the Company expecting any difficulties this year?

CPP: No there shouldn't be.

Unifor: You're expecting foremen to make sure time off is booked? Are there reports out?

CPP: Yes. Payroll is finalizing the reports right now.

4. Time Off Database

Unifor: Is the Company making any progress on a system for seeing time off, a database? Employees are blind right now to who has time off.

CPP: There is a program that's been written into SharePoint and it's being tested this week. You're only asking about maintenance, correct?

Unifor: Isn't it the same in production?

CPP: No, there's a book in production that everyone can see for vacation. Does that work ok?

Unifor: Yes, it works fine. Kyle used to send out an electronic version ahead of time so that helped for us in the Dry End. An electronic system similar to Kyle's would be nice. But it works how it's done now.

CPP: I used to just print off copies for the guys and take them down there. Just ask your supervisor.

5. Update of Camera List

Unifor: We're looking for updated camera list, whether they're used for production or security and the camera capabilities. I think members are entitled to know they're there and what the capabilities are.

CPP: You installed them so you should know where they are already, but I understand that not everybody knows what you know. We can give you a list.

Unifor: The list should have location and capabilities. Like audio or just video.

CPP: There is no audio on any of our cameras.

Unifor: We want to know if they're for process monitoring and if they're recorded. This comes into play because some people didn't know they were being recorded. People would like to be aware. For example, the temporary one across from the elevator.

CPP: That was there for floorplates. It's still there, we're just using it for safety purposes. We will send the list to you.

6. Cell Phones for Bargaining Unit Members

Unifor: What is the Company policy around cell phones?

CPP: We don't have a policy around who in the Bargaining Unit has cell phones.

Unifor: They're issued on an as-needed basis?

CPP: Yes.

Unifor: What is the as-needed basis? Maybe I want one.

CPP: It depends on the situation.

Unifor: I believe some people in stores have them, and Larry for the crane. Some people on the floor are asking about preferential treatment. I don't know what we'll do with this one given there's no policy. That begs the question, if one of our members has a phone are they obligated to answer?

CPP: We wouldn't give them cell phones if they weren't going to answer them.

7. WI/WCB Carryover

Unifor: We would like to discuss carrying forward time off for those individuals. I did some phoning around and apparently the lost time report has Berg and McHale off on WCB. I'm hoping both of them are back soon. On WI we have Fusaro, Daniels, Borisenkoff, Jaskela, Kohlen, Matthews, Sankey, Schisler, Simmonds, Simms, and White.

CPP: Would you mind sending me that list?

Unifor: It's the lost time report from January 2019. It's not totally updated. Some of them are back, but some indicated to me that they would like that time carried over.

CPP: I will look into that.

8. Contracting Out Committee

Unifor: There's some talk that the Company is not allowing two people from one trade to attend meetings. I'm asking if there's a policy in place for this.

CPP: That is what I said, but there's no policy around that.

Unifor: How is that going to work? I don't understand how that'll work, you're interfering with the Union's ability to conduct its business. You're making a wrong assumption, they're not there only for their trade. The Company goes to any member about work even if it isn't in their trade.

CPP: I disagree. I don't see why you need two people of the same trade to speak to the work.

Unifor: How are we supposed to be able to interface with the Company? Are we supposed to tell you that your group needs to go to specific tradesmen for certain jobs? It's not up to you to manage our committees. You don't have a leg to stand on.

CPP: I'm trying to work with you.

Unifor: You didn't ask, you told. We wanted a discussion. What you're asking for is putting us in a bad position. Members are always at us for speaking on their behalf. We're fortunate to have Chris and Festus willing to speak up. You say they can't both come to the meeting because they're of the same trade, but they're not speaking to just their trade. We're going to have to change something again. Heather wanted to change, and we accommodated her.

CPP: You make it sound like you did her a favour, it was a settlement and we all came to an agreement. You're saying there's no solution except for what you want. I'm saying it doesn't make sense to me.

Unifor: We built a committee in good faith to address notification for the Company, it's something that works. We have two carpenters and they have to be accessed but with that we lost some people.

CPP: You removed them, you did not lose them.

Unifor: That's not the Company's business. We're trying to make it work. You're trying to tell us how to make it work. To date we have never really done anything to put the Company in a bad position.

CPP: My position is why do we need two carpenters sitting here speaking to the work, because then they aren't out there doing the actual work!

Unifor: If we had a committee member for every trade then I would agree with you. Here's our thinking, most of the contracting work is scaffolding so we need a route for when Festus is gone.

CPP: That makes sense to have an alternate carpenter.

Unifor: We decide to tighten up committee, so our members aren't just bobble head yeses, and they're asking the right questions. We've been doing our work to do that. If you're going to stick to this restriction, then we'll have to take a different route. I don't want to because I think in the best interest of the Collective Agreement that this is our system unless we're going to change it.

CPP: I can take that argument away and discuss it with other people, but I'm not sure I'm convinced right now.

Unifor: We can't be told who is on our committee. We have an obligation to uphold. Next week if one of our members is told they can't attend, the meeting will be cancelled from the Union side and the Company will be in a failure to notify situation. If you want to do it that way its fine.

CPP: No we won't, we will not have failed to notify.

Unifor: I suppose if you want to discuss every single notice, then you could go that route.

CPP: Possibly we could that, but there is another way as well.

9. 18-32 Failure to Notify – 65% Protection Deck

Unifor: This one you were going to look into it.

CPP: I'm familiar, I looked into it. In accordance with past practice we'll offer \$500 without prejudice or precedence.

10. 18-41 Failure to Notify – Ice Blasting PB Burners

Unifor: This was a case where the contractor was called into the clean up around Power Boiler on the 31st so we filed a failure to notify grievance.

CPP: There was a fire incident on Sunday caused by a Tall oil spill. An attempt was made to clean the spill on structure with high pressure water blast, but it was not completely cleaned with that method. It was a heavy chance to get another fire, so the only solution was to ice blast. We don't have those tools, so we contracted it out. That being said, the area coordinator did fail to notify later on. He missed that during the emergency.

Unifor: When was the fire?

CPP: I can let you know the date of the fire.

Unifor: According to Alan, he thought it wasn't part of the Union's scope. He said the fire was Sunday and this happened on Wednesday. The emergency thing does not hold any water at all. What is your definition of emergency?

CPP: I believe you were there, we had to make it safer. But yes, he did fail to notify.

CPP: Ben it's fine, I'll go over emergency definition later.

Unifor: We've worked hard on our definition of emergency.

CPP: I'll offer \$500 without prejudice and precedence.

Unifor: I'm not saying anything because we aren't accepting that offer.

11. 18-45 John Watson Unjust Discipline – Damage to Mill Property

Unifor: On November 28th, John Watson bumped guarding and on December 3rd he was disciplined. John asked twice for a shop steward. Article XXX says he must have a shop steward. He was told that Darcy was good enough after asking twice.

CPP: He wasn't denied a shop steward, he couldn't get representation. He was given a list of names to call and he couldn't get anyone from the Union to come in.

Unifor: It had already been 5 days. Couldn't the discipline have waited?

CPP: It couldn't have waited. It's up to the Union to provide shop steward. Darcy was there as a witness.

Unifor: You need to provide him a shop steward.

CPP: When you guys can't provide a shop steward then we're going to go ahead with a discipline.

Unifor: So the Company needs a shop steward at your beck and call. You could have waited a few days. The Company used to let us have meetings and train shop stewards, but that ended. It put the Union at a loss because we don't have many shop stewards. We're still trying to survive and have shop stewards. You still expect us to have one on every crew.

CPP: The reason it happened 5 days later was because he was on his regular days off.

Unifor: You said we needed to provide someone right now or we'll go ahead with this. Just to be straight, if Glen or I get the phone call that you're going to discipline someone at 3:00 am then you expect us to come in on your own time?

CPP: The Union should provide a shop steward.

Unifor: So on that discipline, why did it go straight to written? There's been other bumps on the guarding.

CPP: He didn't report the damage. It was more than a bump, he crushed it and he knew he did it.

Unifor: This has happened before and nothing came of it. I'm curious as to why a guy who's been here 20 years was disciplined.

CPP: He was disciplined because he didn't report it.

Unifor: Someone should have told him that he needs to report damage in the future. Guys are bumping it all the time and it's not reported.

CPP: We aren't aware of it.

12. 18-46/18-47 Tyler Coleman and Glen Ainslie Unjust Discipline – Removing Blanks

Unifor: This is an unjust discipline. They both got a one-day suspension for lockout violation.

CPP: They removed a blank that still had locks on it.

Unifor: This one went around and around, it was 2 days of back and forth. If I recall properly, they said that once it came out they noticed the locks. But first of all, the operations supervisor asked for it to be removed. They were asked to hurry. It was unusual how it unfolded. When they removed it, the locks were on the back, so they didn't notice them. It's not corrective in nature at all and unwarranted. We're asking that the discipline is removed.

CPP: The discipline stands. They shouldn't have pulled a blank without checking it.

Unifor: The Company shouldn't have asked them to remove it. That's part of the argument we're trying to make. Other wrongs occurred. So that's why we're saying it's not clear they did something willfully wrong. The circumstances led to it and it wasn't the fault of the employees, they shouldn't bear that burden.

CPP: They should have been more careful about what they were doing. They pulled blanks with locks.

Unifor: It's too bad, stuff like that adds to the feeling of being unsupported out there. These are good guys and they feel like they've been hung out to dry. Were they wearing Scott Air packs? Visibility is not great in those. That argument was for both grievances.

13. 19-01 General Failure to Notify

Unifor: This is a general grievance saying the Company is not living up to the Collective Agreement to properly notify the Union of contracting out. We're hoping over time that we get better at notification and managing contractors but that doesn't appear to be the case. For a while we were accepting \$500 hoping that would sensitize the Company. We're looking for the Company to come up with something more meaningful. Any ideas?

CPP: We won't accept grouping grievances.

Unifor: No, I'm speaking generally for this grievance.

CPP: I disagree that we're not getting better. We're substantially better than where we were when we started these meetings. I don't know where you're coming from.

Unifor: The Company on a number of grievances was blatant about presenting facts that were incorrect, that was the straw that broke the camels back. There was a change there and we can't tolerate that.

CPP: I don't know how to respond to that. Which ones are you referring to?

Unifor: You know which ones I'm talking about. This grievance is about getting on track. We want a commitment to do better. The Company elected to not deal with failure to notify grievances all together and frustrate the process. We can still right the ship.

CPP: My question is what are you asking for?

Unifor: We want a more meaningful penalty.

CPP: What is that?

Unifor: Each is with prejudice and on an escalating scale. You tell me what you think is reasonable. We can solve it in house or we can go elsewhere. We want to see your solution.

CPP: I can't present something right now, but I would like to know which grievances you're talking about.

Unifor: I would be wasting my breath if you don't know. We're open to talk. It's tough to handle it. If you have any ideas we're here.

14. 19-01-09 Failure to Notify – Envirosystems Collection Conveyor

Unifor: I was on shift when this happened. There was a broken shaft, the millwrights were called to fix it and I locked it out. I noticed Envirosystems in there cleaning up the area for a burning permit to happen. There was no notice in the system.

CPP: My understanding was this was about them doing dry work. There was a misunderstanding that was corrected so in accordance with past practice we're offering \$500 without precedence or prejudice.

15. 19-02 Failure to Notify – Eriksson at Re-entry Bin

Unifor: Eriksson at the re-entry bin with the backhoe. No notification in system.

CPP: The area coordinator missed the notification, in accordance with past practice I will offer \$500 without precedence or prejudice.

16. 19-03 Failure to Notify – Ezowski Green Boat

Unifor: Green boat work, you know all about this.

CPP: Yes. The details were given to me later on, based on those details we will offer \$500 without precedence or prejudice.

17. 19-04 Staff Doing B/U Work

Unifor: This is for staff doing bargaining unit work from fall 2016 to winter 2018. It's common knowledge that an engineer and a supervisor reset drives and cleared dust blocks.

CPP: What are you asking for here? What is full redress?

Unifor: I guess we'd have to get back to you as what that would look like in that case.

CPP: Ok.

Unifor: What's the status of that equipment?

CPP: We're waiting for stairs and platforms to be built.

Unifor: Then we'll put it into service?

CPP: Yes, after we train the guys on it first.

Unifor: We'll get back to you on that. You didn't mention a timeline on those stairs.

CPP: They're working on it, I'm guessing a month. Depends on how fast they get done. I'm hoping for a month.

18. 19-05 Ed Sankey Unjust Suspension

Unifor: We're going to ask if there's an appetite on the Company's side to settle or to move to expedited arbitration.

CPP: First of all, you have on here that he's suspended.

Unifor: Effectively he is.

CPP: No, he's welcome to come back any time, and he's willing to sign. So, he's not suspended. He hasn't been disciplined. We aren't willing to go to expedited arbitration on it.

Unifor: For the record, the Union sees this as an abuse of your authority. You're being unreasonable with those conditions. I gather there's not much negotiating room. What do we have to do to get Ed WI?

CPP: That's up to the carrier.

Unifor: We have a case that our member cannot return, we feel that the insurance policy as negotiated should cover it. We don't care if Blue Cross covers it or not. We negotiated it. Either get him on WI or we'll have to grieve that too.

CPP: His coverage was cut off in January when his doctor cleared him to return to work.

Unifor: WI is not just Blue Cross. It's a wage loss.

CPP: There has to be justification for WI. In our mind is that there is no justification.

Unifor: WI is a wage loss program. It should cover this individual that is losing wages.

CPP: That's not what I understand about it.

Unifor: We'll grieve this.

19. 19-06 Failure to Notify – January 28 – February 1 Shutdown

Unifor: This is kind of a general one, a whole bunch of work done on the small shutdown that we had when the Recovery Boiler was down. The mill took the opportunity to get other work done. The local was not notified.

CPP: What were you not aware of? Which work?

Unifor: Oh man. I would have to get you a list. There was a bunch around washers, precoat filters, the work being done... we would have to go through notices from the day Contracting Out was cancelled.

CPP: NOIC numbers would be perfect.

Unifor: I can give you some, but it wouldn't be limited to just these... 0083, 0084, 0086, 0087, 0088 there's some question whether this was done... 0120 was done and we didn't get notice, so that's the list I have from the meeting. You know the issue around that, the Company went in and changed dates.

CPP: We didn't change dates, there were comments added.

Unifor: Was there a notice for the precoat filter change? Vacuum pump change? That would be added to the list.

CPP: First, the morning that it happened it was an emergency, the boiler had caustic in the feedwater and we had to shut down to drain both boilers and flush them out. When we shut the mill down, we realized we had a problem with the effluent line which kept the mill down longer. Norm went out and spoke to Doug Hewitt and let him know that the notices for February 6 will happen starting that day. You mentioned 0087 and 0088, although those were in the NOIC system, CPP trades did those jobs. 0083, 0084, 0086, and 0120, all of those fall under the agreement you made with Heather around unanticipated outages.

Unifor: You'd have to provide us with a copy of that.

CPP: All of those notices were in the system beforehand, the only reason a discussion didn't happen was that the crash happened right before we would have had the meeting. There was no intent to not notify. There were a couple jobs originally supposed to be contracted out and we were able to get CPP trades to do them instead. When you give us the grievance it's frustrating because we were trying to do the best we could given the circumstances.

Unifor: Where did you bring the Union in, so we could make our arguments? When you start planning auxiliary work then you need to work with the Union. You could have brought us into your planning meetings.

CPP: I think you have a misconception around those meetings. We're talking about critical path and what is going wrong. Everyone else is trying to keep our crews active. We were in an emergency situation.

Unifor: The Union is supposed to be part of the process.

CPP: That's why we went to Doug.

Unifor: Doug didn't agree.

CPP: You're not going to change my opinion. It was an emergency. I'm not going to argue whether its an emergency. The boiler and effluent were the critical path. We are not going to run around to try to talk to you about extra work. I'd like to look at the date on that one for the precoat filter because I think it was discussed the week before.

Unifor: We don't think you notified the local properly.

20. 19-07 Failure to Notify - Subcontractors

Unifor: Failure to notify for subcontractors. You know the argument. Contractors subcontract to other businesses to get work done. The Collective Agreement clearly states that the onus on the Company to notify for subcontractors.

CPP: I've already stated my standpoint.

Unifor: So, you'll do it whenever you can, but otherwise it doesn't matter?

CPP: No that isn't what I said; we will notify when we are aware of a subcontractor, but we disagreed on individuals working under the direct supervision of a contracted company. We've stated our points.

21. Medical Travel Form

Unifor: Some changes have been made. This is a negotiated benefit. You've changed some wording on the application. The first wording is around attendants.

CPP: That's not a change I made, but there have been changes since that form was created.

Unifor: We don't recall agreeing to this wording. Then we get down to point 4, the old arrangement was that Greyhound fares would be used but now it states \$0.42/km. There's new verbiage. Where did come from?

CPP: It's from West Fraser, it's the same rate that is used on our expense forms and is standard for medical travel across the Company.

Unifor: It's not attached to any inflation rate. I called up West Frasers travel rate. It was 48 cents per kilometer in 2016. They used Revenue Canada's rates. This is what the Union is proposing: We're ok with 42 cents per kilometer but it needs to be attached to the CRA automobile rate. That would be 42 cents divided by 58 cents, so 72.5% of the CRA rate, and we would increase it accordingly each year when the CRA rate increases.

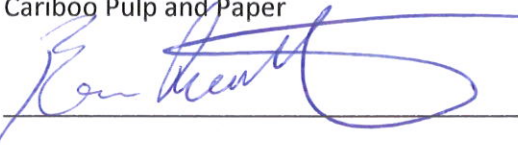
CPP: I was not aware of Revenue Canada's rate so I will look into that.

Unifor: if you could look into that other wording around attendant as well.

CPP: It would have been before I started so I'll dig a bit.



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