

Union's Standing Committee Meeting Minutes Jan 28, 2020
Rachel Stefan, Darcy Lanes, Andrew Generous, Dan Wilson, Nimi Sharma
Glen Barker, Ben Ruether, Angelo Sia, Travis Englund, Suresh Keram, Cam Leeson

Note: Due to an ongoing dispute these minutes are not joint minutes.

Follow up

Forestry Transition Program

Unifor: Any new information of the program relating to our mill

CPP: No new News

Standing Committee Minutes:

Unifor: Where are we with the joint minutes

CPP: Not sure will get back to you

Unifor: In the interim, the union will take their own and post such.

19-21, Code of ethics for Carmad and Bentley Nevada

Unifor: Following up from our 4th step meeting, are we agreeing that the Carmad Ice Cleaning of the Boiler never happened, and the company will pay COE on the Bentley Nevada work for NOIC 2019-894?

CPP: Correct

New Grievances

19-35, Failure to Provide Work/ Called in for Company Business

Unifor: Employees called into work for meetings/investigations/discipline etc, need to be paid as per the CA. This is company business.

CPP: They will not be paid if they do not perform work.

Unifor: Do you pay members for coming in on incident/accident investigations?

CPP: Yes

Unifor: We expect the CA to be upheld for all instances of reporting to work.

19-36, Ed Sankey, Unjust Discipline

Unifor: Every story has two sides, Ed was trying to conduct business in an appropriate manner, perhaps he just wasn't well received. There was no bad intent, the union says the discipline is unjust.

CPP: He can't talk to people like that on the phone. Discipline stands.

19-37, Uwe Dietrich, Unjust Dripline, Oiling Records

Unifor: Uwe was accused of not greasing a bearing on the lime screw, something that he takes exception to. Talking to millwrights, if the seal was gone, a bearing in that environment could be wiped dry in a very short time. It seems because the company found a dry bearing, it had to be Uwe's fault. The other part to this discipline is when it was delivered to Uwe, the company could not show Uwe what he had done wrong and hasn't to date.

CPP: Discipline will stand, there were other points Uwe had signed off and not greased.

Unifor: Are u sure those points were accessible to Uwe and he was aware of them? He tells me one of those were behind a guard, unknown to him at that time.

CPP: We will look into that.

19-38, Failure to Notify, Using Excavator at Final Outfall

Unifor: Mill crews were working at the final outfall with our crane, Canadian Dewatering was setting up some of their equipment. Canadian Dewatering needed some lifts done and some pipe moved, and instead of using the mill crane had the contractor (Fresno we suspect) to come over with their excavator and provide that service. No notice for that scope of work had been given.

CPP: A notification was in for Fresno to move equipment

Unifor: Was not able to find a notice that covers this work, can you show me which one you are referring to?

CPP: Will look into this.

19-39, Failure to Notify, LRF Setting up for Area Shutdown

Unifor: We had just come out of our contracting out meeting, where we were told that all contractors would be starting their work for the next day shutdown at 8:00AM, and we see LRF staging their equipment. We were not properly notified.

CPP: There were 7 notices put in for LRF the next day, they were setting up for that work.

Unifor: That could be, but we were told that they would only be starting the next day, it makes a big difference as to the arguments on contracting out when we look at timelines.

CPP: We consider the fact that we notified the union several time.

19-40, Car Wash Benefit

Unifor: Car wash credit is a negotiated benefit that help employees protect their vehicles from damage from mill fall out. When the company arbitrarily assigns Dec 31 as a cut off to reload, it excludes new employees from receiving their portion of that benefit. This is a violation of the CA.

CPP: Too hard to manage.

Unifor: In an effort to resolve we suggest that after Dec 31, you just give the new employee the prorated portion of the benefit on their pay, then next fall away we go.

CPP: That would not be right, they would be getting more than negotiated in one calendar year.

Unifor: That is an accounting issue.

19-41, Safety Footwear Benefit

Unifor: By not paying Probationary Employees their safety footwear benefit until after the period ends is wrong. The only thing probationary employees give up is there seniority rights. The rest of the CA applies as it does for anyone else.

CPP: We have always waited to the end of their probationary period and this will not change.

Unifor: The union has not known this practice and does not accept it, this is not to the CA.

CPP: Why would we pay for boot for someone that doesn't make their probation?

Other Issues:

Mill Seniority Lists:

Unifor: The lists have a problem not distinguishing between Dept Seniority and Job or Line Seniority. We should have an addition line in the report to capture the difference.

CPP: This should be on Work Site, and we will look into this.

Year End Overtime Equalization Review:

Unifor: Thanks for the report we have looked at it and have issues that need to be dealt with. Can we set up a meeting?

CPP: Yes, will try and set it up in the next few weeks.

Mill Security/Production Cameras

Unifor: Can we get an updated list of these cameras with the following information: The cameras location, capabilities: zoom, pan, sound. Who has access to the data, are they just monitors or recorded and what is the loop time of the recording.

CPP: Why

Unifor: We believe this information is required to be disclosed

CPP: We will look into.

Postings on the Union Bulletin Boards

Unifor: Can we all be sure, when posting notices that we date and sign/initial the posting.

CPP: Has there been any issues with the posting?

Unifor: Nothing that I can confirm.

Job Evaluation for the Sr Equipment Operator

Unifor: What is the status, have you asked for an evaluation?

CPP: I have never done this before so just making sure we do all the right steps.

Unifor: The date for this evaluation would have to go back to when the new equipment was turned over to operations

CPP: Noted.

Year End Scheduling of Earned Time Off.

Unifor: All departments need to make sure that the members have their expiring earned time off used before May 1.

CPP: That is being done.

Update on 3rd Class Tickets

CPP: Two members are of a concern.

Unifor: Can we have the date that they completed the FE4 training?

CPP: Will get that to you.

Ben Ruether

Unifor 1115, 1st Vice.