

Standing Committee Meeting Minutes

October 22, 2024 at 2:30 pm in Admin Boardroom

Present: Scott F, Naminder S, Darcy L, Alexandra C, Angelo S, John H, Wade P, Tyler C, Marc G

1. 24-01 Roy N Unjust Discipline

Unifor: With this, Roy was in Kamloops with his wife dealing with medical stuff. The appointments got pushed back later in the day so that pushed them further down the line. By the time they left Kamloops it was quite late in the evening. He realized he wasn't going to get back to Quesnel until late. So he called and said he wouldn't be any use. He talked to Gord S who said, "Ok." He went home and went to bed, and once he woke up a friend called and said he had a tee time and asked if wanted to go golfing. Gord happened to be there at the same time and assumed he skipped his shift to go golfing. We're trying to understand where the discipline is. Is the expectation that he stays home and stares at the walls or is the expectation still supposed to call and come in once he wakes up?

CPP: The story you just told is not the story Roy gave us. He said he was down there and the appointments ended but he was tired and he decided to stay there longer to rest and then drive. Which didn't make sense, but fine. We fully expect if someone is tired to say they're tired when they call. That's not what was said. But in that case, it's like, "I can't make it in, I'm going to sleep and I'll be in 4 hours late," for instance. So if we're holding someone over then it's easier. Gord wasn't out on the golf course; he was making a tee time to go out the following day and noticed Roy booked a tee time. So that was how that happened. But anyways, if you know you're going... I didn't understand why he'd stay later and then drive. The second part is if you call and say, "I'm tired and going to sleep extra," and we can hold someone over. The whole story... during that time there were a large number of absences that had a similar theme. And we understand that there are medical things going on. When he talked to Gord, I think he even said he was in Kamloops.

Unifor: Ok, we shared our information. Ok.

2. 24-02 Roy N Unjust Discipline

Unifor: This was the dump truck issue. Here's what I have: Roy was working that shift, went up to the hog pile or whatever and was dumping. He was trying to talk to the operator, so he silenced the alarm that the bucket was up. There used to be a mechanism if you put the truck in gear the alarm comes back on. So in the course of having this conversation he forgot the bucket was up and put it into the overpass. That's...

CPP: So, my take on this one is that the guys in Material Handling operate large pieces of equipment. There are often times when a lot is going on, but we expect them to be certain they're operating in a safe manner. If he'd hit a person or a pickup we'd be having a completely

different conversation. We do expect them to be aware of their surroundings and everything going on.

Unifor: I think we should be checking, is there a way to make sure... a guy doesn't realize their equipment is up, is there a way we can make sure it can't be operated with something like that.

CPP: We've worked through that and figured something out. But either way even if that isn't working I still expect people to know the bucket is up. It has to be that way. The monetary value is one thing, but the fact is that we have to trust those people out there to be hyper aware. If you get into that equipment, I expect them to check these things. Too much can happen.

Unifor: Ok.

3. Failure to Notify Grievances (24-06, 24-07, 24-08, 24-09, 24-10, 24-11, 24-12)

Unifor: John can do these. We have the list. Is the agreement that you'll review those after?

CPP: I've looked a bit and there are a couple that are not on the agenda. If you guys are ok tabling those... usually we take a bit of time for us to look at and some are easier but some I have questions about and haven't been able to get answered. I would say... this is a LOT for us and historically speaking we've been doing better. Some are looking like they are failures, so I've been talking to our engineers and planners and everyone about being more aware. You are all probably getting more calls. I'd like to look at these some more and then bring them back here after.

Unifor: Ok.

4. 24-13 Stacey R Call-In

Unifor: Marlene was in for an overtime shift, ended up going home sick early and Stacey is saying he wasn't called and that no call was made to get someone to staff that. We had too many people onsite for one first aider. For more than half a shift someone should have been called.

CPP: I wasn't here that day but I have notes from Megan who talked to Alissa. It was a working Friday and the Power Boiler shutdown was winding down. We had two in, one on OT and one on regular shift. Around 10:30 the person on overtime asked to go home. Alissa got ahold of Megan and told her the issue. There were about 320 onsite at that point. Which would mandate us having two people. Per regulation we have 6 hours to cover the shift when we find out we'll be in that scenario. As on that Friday, the majority leaves at 3:20 and the contractors were winding down also. They checked, there were 5 hot work permits and not a big rush of things being started or extra help being needed other than that. So they were going to monitor and see if it got busy but as per regulation they had 6 hours and within that time most people were gone. The decision was made not to call in an extra person.

Unifor: It was because the high-risk work was ending?

CPP: The regulation says we have 6 hours and also the numbers were decreasing.

Unifor: The decision was made based on the regulations. But if there were 12 hours then it would've been required to call someone else.

CPP: If the manning was still high?

Unifor: Yes.

CPP: Yes, we would've.

Unifor: This sounds like you put our members at risk because the regulations said you could do so.

CPP: We followed the regulations.

Unifor: So for a period of that 6 hours, you were above that mandated number of people.

CPP: By 10:00 we were below 300 people.

Unifor: There was still a point in time that you were above, but to save \$300 you decided to not call someone in.

CPP: If you want to put it that way, sure.

Unifor: That's the reality.

5. 24-14 Paul Ekeli Unjust Discipline

Unifor: I guess he rode his bike into work, apparently didn't have hi-vis on and was given a verbal discipline for it. There was also no shop steward at the time of his discipline. The contract says there must be union representation present. Also at the time, there was no policy stating he couldn't ride his bike onsite. The policy came out after, fair. There have been numerous times when people haven't worn hi-vis and are just reminded. I'm trying to understand what we're trying to accomplish with this one. It could've been a discussion with him instead of it going to a level of discipline.

CPP: The policy was always there, but fine maybe everyone didn't know. Fair enough. It's at shift change, so there's a constant stream of people and traffic. He comes riding down the road with no hands, no hi-vis, and blows the stop sign and continues on down the road. My first thing was answering all the questions of the people around me of who that was. My next thing was being happy he didn't kill himself. Paul is a good employee, I have no problems, he always does his job. That's why this is a verbal. A stop sign is a stop sign especially in that main intersection, the gate could've come down. The riding onsite with the bike, that may have become more aware subsequent, but the no hi-vis and continuing through the yard where there's traffic, and blowing through at shift change. That's a verbal, I'm not walking that back.

Unifor: Ok.

CPP: He put his life in danger. My understanding is that they tried to find a shop steward but there was nobody around at the time. We can redo that with a shop steward.

Unifor: At the very least we'd like that. I'll have a conversation with Paul about it.

CPP: He's one of the good ones, that's why that's where this landed.

Unifor: That's all I had to go over.

6. Equipment Operator Posting

Unifor: We have questions. This new position – equipment operator days, that's what you're referring to it as. This position is the entry level into material handling department. To be clear, that is on shift?

CPP: As soon as a position is open on shift, this person moves onto shift and the opening becomes the dayshift position.

Unifor: From this point forward we won't be posting for a senior equipment operator?

CPP: Unless for some reason we needed two. One would be the entry level one and one would be on shift. Decided by seniority.

Unifor: It says operate all loaders, forklifts... on a tour basis.

CPP: Oh what we did was use a posting from the senior equipment operator job so it shouldn't say that. The pay rate is the same. It's on dayshift, the Monday-Friday 9s. That's why we did as much as we could to keep the description the same, so that's why that fell into that. After long talks with Angelo with the best coffee in the mill, we knew we had to do something to help those guys out there and this is what I came up with. It helps, hopefully most of the people bidding on this want to stay out there, what we run into is there's a long period of time from the time we get their name to the time we know if they're staying or not staying. It's untenable for everyone. And this gets an extra body out there.

CPP: Aren't we past a year on the one we're trying to do right now?

CPP: Not this one. Aidan is going to trackman and the only one we're waiting on is Eggert. John W is coming back now.

Unifor: I doubt the maintenance department will going out there as much.

CPP: It's in everyone's best interest that we have people out there that want to go out there. If someone wants to drive Cats for 29 days and then go back inside, fine, but it's the guys out there that suffer for that.

Unifor: Onto bullet 2 now, this might be the same, but is this still something the day person will do?

CPP: The other idea is that in extraordinary circumstances we can use that person for that kind of stuff. They will be trained on everything the equipment people will do. We'll move them on shift if suddenly we have 2-3 people on WI.

Unifor: Will we use the same timeline of about 4 tours or more for going on shift?

CPP: We can talk about that, I'm not sold one way or another. In the end, the main thing is to have that body available, not to take away overtime from people.

Unifor: The overtime will be covered the same way as right now?

CPP: Yes absolutely.

Unifor: So if you go through the call list and you can't get a person to come in then this person could be moved or if it's a day shift that can't be covered then they can just be used.

CPP: Yes, only when it would affect the operation of the mill.

Unifor: There's duties with plowing snow, trackmobile, clean up yard. Is this position taking away duties/tasks/responsibilities from utility or trackman position?

CPP: No. In the winter, there's always been the Material Handling people plowing snow and they do all that too. We typically have 3 bodies out there and we've had 2 for a while. We've been using Eric so this frees him up.

Unifor: I've gotten some calls from Mike that he's missing out on overtime... it's about Eric.

CPP: That's not true, and I don't know if we want to talk about that here. Angelo and I have discussed. If someone needs to come in on the weekend, the call list remains the same. Which means that those dayshift guys are called first. If it's an extreme situation then we can call this person if it affects the operation of the mill. Nothing changes on that. This person is attached to the Material Handling department first and helps with other things in the interim.

Unifor: To be clear, the crane position is still a position?

CPP: It exists. It will remain empty unless Larry comes back.

Unifor: Are we interested in trying to find a certified crane operator?

CPP: Cranes are super expensive. We don't want to be in the crane business. We are happy the way we're operating right now and it's more fiscally responsible. Also, it's much more difficult to train someone than when Larry was here. We'd need someone from offsite here training them the entire time. We're not interested in being in the crane business.

Unifor: Was this new position signed off between management and union?

CPP: My understanding was that it was, we had a lot of discussions.

Unifor: It wasn't signed off on.

Unifor: I want to be clear the membership did not agree to it. It was just dropped on us. It wasn't written. Suddenly there was a posting.

CPP: I don't know that I need permission to create a position. If we're going to have to negotiate that would be more helpful for the membership than to myself... I can redo it.

Unifor: I just wanted something written down stating what it was.

CPP: Ok I felt some urgency to do this. I bounced this off people to see and that's why we landed where we are. We should clean up that tour verbiage in there. I think it's good for everybody really.

Unifor: I want to make it clear, we said we want something, a bone, and you came back with we aren't going to bargain. So we know we can't fill the crane position and you come back with this.

CPP: I'm not going to put words in anyone's mouth. I tried to do my due diligence on this. I'm not telling anything. If this is an issue, then we can... I'm trying to do the best thing for everybody here. If we want to do it differently then...

Unifor: I understood that there wasn't an opening for the crane operator.

CPP: I'm not filling that job. If I posted it inside, I would've posted for an A ticket but nobody here has that. I'm not interested in filling that position. We're not buying a crane.

Unifor: That's what it looks like to the membership, it's an extra \$2 an hour for the crane operator. We got nothing out of it as a whole.

CPP: This is a way to not change numbers and it gets to help people. The other route is the job elimination route which doesn't help anyway. This was all talked about, and we thought this was the cleanest.

Unifor: I was looking for a bone for the dayshift guys.

CPP: This is actually a higher paid position than the dayshift yard guys. I can withdraw it if you guys want to think about it. Your point is taken. I was just hoping... it was the right thing to do, I thought.

Unifor: Ok.

CPP: Ok are we keeping it posted or pulling it down?

Unifor: As we talked, the original conversation was around elimination and a creation. Using John's terminology, the bone we were looking for is excavator or Hiab operation. I guess it falls into Darcy Lanes' area, to add to this job. We feel as the bargaining unit, those pieces of equipment are utilized or could be utilized and it would enhance the effective operations of Material Handling. Sometimes we can add later on responsibilities.

CPP: Here's my caveat, the excavator talk was actually around the mini excavator. If you are thinking the big excavator for chip fires, completely different conversation and I'm skeptical. The other thing that happens is we change the job description, and you end up with this guy getting paid more than the shift guys.

Unifor: Per hour maybe but not per annum.

CPP: So what you've created is taking a pay cut when the guy moves up should you go down that route. That's something to think about. It is its own can of worms there. We can table that and see how that works out. We can discuss it again. We don't own either of those pieces of equipment.

Unifor: Our position is that if the management group would be... there could be situations that arise and as the bargaining unit we would expect that there might be some flexibility in the job duties for this position.

CPP: At the moment, this is what we can do with this. Give it some space on this. I don't want this to be confusing when someone lands out there. The other part is, it's a tough argument when the dayshift guys argue that they should run the mini excavator.

Unifor: This will be subject to a job evaluation since this is a new position. But as the bargaining unit, what you've proposed is palatable. We can move forward.

CPP: Is everyone agreeing on that?

Unifor: Yep.

CPP: You ok?

Unifor: No, but I'm just one voice.