



Standing Committee Meeting Minutes

August 25, 2015 3:00 to 5:15pm Administration Board Room

Present: Ben Ruether, Glen Barker, Cameron Leeson, Cody Crick (3 –5pm), Dan Wilson, Andrew Generous, Brooke Backlund

Follow up:

1. Shane Goodwin and monitoring of security cameras.

Unifor – Last standing committee we discussed Shane Goodwin’s monitoring of security cameras a bit. You said you would follow up with us.

CPP – Advanced systems are outside union work. This is systems engineering, systems administration, and security work. Shane is programming the cameras to ensure that they will work. It is outside of the scope of union work to test and program software, and we are not prepared to train union workers to do this.

Unifor – So he needs to turn the camera on to set it up. Why does it need to stay up? Will it be taken down or added to the list of cameras?

CPP – We are curious, why is that relevant?

Unifor – Some people want to know.

CPP – It is just sitting there.

Unifor – It is monitoring?

CPP – I am sure it is. But it’s just pointed at the back yard.

Unifor – And the one at the R8 building?

CPP – I don’t know. He just set it up so it’s working, and later we can install it.

Unifor – Can we add it to the list of cameras on site so people know what the camera is doing?

CPP – We are not keeping an updated list. We can ask Shane why it's there, but it's not like he's monitoring a location. He set them up on the wall so he could figure out the software.

Unifor – The problem I have is that it could be up there for the next ten years. That would be irresponsible for me not to follow up. Take it down or add it to the list, that's your choice. Both of them, at R8 and the Butler building.

CPP – We will talk to Shane.

2. Compensation for site car wash downtime.

Unifor – Following up from last meeting, will there be compensation?

CPP – We are not prepared to provide compensation for this.

Unifor – It says the company will provide a car wash during these dates in the collective agreement. I don't think that's living up to that commitment.

CPP – Duly noted. I will get back to you.

3. The union's definition on emergency.

Unifor – We rolled out our new definition last meeting. What is your response?

CPP – If we act consistently, is there nothing more that qualifies that in your mind? For example, if we have production loss and act consistently, does that qualify?

Unifor – It is up to the company what an emergency is. But then you can't say, "Show up anytime". Emergency is immediate action. So the umbrella is very large, including production loss.

CPP – That is noted.

4. Handling of lime mud and reasons for large buildup on the ground.

Unifor – We want to know how this will be handled, and follow up from last meeting.

CPP – We were on our campaign to offload lagoons. Over time, it caught up with us. Shortly after, we decided not to do that anymore. We put it through the mud pond instead. We stopped that practice because we couldn't keep up. There were issues with the Lime Kiln, dump trucks and

other equipment, and getting manpower to haul it. We got behind due to several factors.

Unifor – We have a few notices in the system that lime mud was an emergency. We want to talk about what is an emergency and what isn't. We are looking for some sort of consistency in how you handle this. It can't be an emergency one day and not another.

CPP – I think we have been pretty consistent. This week for example, we had a dump truck break down twice so we were forced to bring a truck in. If we can't, it will build up.

Unifor – You can't wait until tomorrow. You can't say, "You can always get a truck". We expect in an emergency you get a truck, no excuses.

CPP – I don't think we've ever been stuck not being able to get a truck.

Unifor – This wasn't treated as emergency-type work. Tony said it was a year ago that they decided not to put lime mud on ground. I don't think it's consistent. What you're saying needs to be backed up by your actions. Moving forward, are you saying that you will put some lime mud on the ground, but in a containment area?

CPP – That is what we are doing now.

Unifor – So it's not an emergency until the containment area is full.

CPP – We are trying to stay on top of it. We are going back to overflowing mud storage to the lagoons.

Unifor – So you have the bunker, you will build a little area, you will put mud in that area.

CPP – Last week we had sloppy mud. Guys were working on it all day. Generally you want to keep it inside that bunker. Not a three day pile on the asphalt pad out there. We prefer to haul it.

Unifor – Thanks. Okay that helps.

5. Year end Overtime Equalization follow up.

CPP – Andrew has been working on this, and looking at the data from January 1st to August 1st. We think we have a pretty good system, functioning fairly well. As far as the hours go, it comes down to interpretation. A person being on WI or vacation means that their hours are off, as it doesn't count against you in those cases so it's not in our numbers. Also, the carry over affects it. We haven't collected data on the

effect of vacation before. Andrew would look at it if it was available. It's manual function to gather. We're proposing to start collecting the vacation data and see the effect it has. In the future, we also want to revisit carry over and zeroing it. This puts everyone in the same position, not just the lowest person in the group.

Unifor – The rules around OT equalization and vacation are that if you take off more than a week, you are unavailable so you don't get charged refusal hours. There are different rules on that, and we settled on it for admin purposes. I don't see that as skewing the numbers at all.

CPP – It is there. I take holidays in the summer, most people do. When there's overtime in the summer, that person being away 1-2 weeks misses all those opportunities. It is something that affects the numbers.

Unifor – It can. But for our yearly analysis, we look if within a group, we see if someone is not getting the same opportunity as their peers. Millwrights are a good example. Outside areas used to have more hours than anyone else. If it's common to all three areas, then for analysis, it doesn't matter. We just would look at why are outside areas are getting more. I want to make sure someone doesn't get in a windfall situation year after year. We don't want to zero out carry over, because it covers guys.

CPP – If there's no interest, then you would have to get comfortable finding with a number that's acceptable. We have to look at the data to see what's reasonable. I looked at the carry over and saw the information was varied due to this. I looked at the data for 2015 and asked, what are the opportunities. Now we need to agree on a reasonable amount of spread and variation.

Unifor – Yes. I have a good feel that's what's going on. Carry over doesn't bother me. I have pointed out some concerned areas at the year end meeting with Dave Needham. The company said we aren't going to do anything then, but we have to work through it. The numbers are different for each group and trade but we are looking at trends. For the instrument shop, variation would be more alarming, as it is a smaller group.

CPP – I've been looking at this. Generally I don't see massive skews in hours. Millwrights have the biggest variability. They are also a bigger group. There's ups and downs for all groups. The smaller groups have tighter variation. When it comes to determining is it fair or is it not, it really comes down to, what do you determine is fair?

Unifor – We struggle with WI too. If they are over 6 weeks, we average them in. It's designed to be fair without being onerous.

CPP – It's a good system. There's a lot of thought put into this. Where do we go from here? I can go through again with the data. Maybe we need to agree that we look at the data differently. The carry over makes the numbers look wider apart in variability than they actually are.

Unifor – You won't see me take carry over into account other than how it has changed from last year to this year. I'm not looking at absolute hours, just the change. I want to know, why is the difference so great? Why is there a discrepancy and how do we bring it together? The way OT equalization works, if my hours are lowest, I should get a chance for many hours. Is that happening?

CPP – I would say it is. Because of their carry over hours, they are in the right spot in the group. The problem then is whether they are available for the calls.

Unifor – They all have the same availability. That shouldn't be a problem. I want to know if the low guys are being pulled into the group. Let's go back to what I was saying on that meeting on January 1st. Let's see if that's being addressed, and if not, how can we do that.

CPP – That was with Dave Needham? Andrew wasn't working then yet. Yeah, let's go over that.

Unifor – The carry over should be less year after year.

CPP – Yes, but slowly.

Unifor – Depends on management. Shift millwrights are more expensive. Come shut down, that was the time to give certain people the chance to make their hours back. For a couple shut downs that didn't happen, and certain people fell back. A major shut down can be 80 hours of overtime work for someone. It really depends on how the shift falls for an individual. We are watching for events like that. The steam plant and outside areas, people have run to the moon, unlimited overtime. People in other areas aren't getting that. We need to shuffle people and decide what to do about this. I'll email you to set a meeting to discuss that, Andrew.

New items:

CPP – We can listen to these, but we haven't had a chance to prepare.

6. Hole in the lime silo on August 17th.

Unifor – There was a decision to blow, putting people's personal property in jeopardy. On August 17th, it was made known the lime silo had a leak.

Company decided to complete blowing the truck and maybe another one. When we brought up this issue last time, the company said they would fix it and be responsible with that.

CPP – Dan will look into that. He knew there was a leak but not blow through.

7. Light duty program.

Unifor – Looking at the history of the program, there was work put into the language of the collective agreement. It was the new thing to bring people in with speedier recovery. This language was developed with the premise that the union and company work together to find appropriate assignments. The union often is left out of our part of the program. We want to bring it to the company's attention that we don't think that is fair or acceptable. Going back to January this year we brought up the same concern. My understanding was that, okay fair enough, if an employee and foreman work it out on that level, it leaves HR and union out of it, then we go that way. As soon as HR gets involved, union wants to be at that table at the same time.

CPP – Cameron has reached out to me. I am working on this with Heather.

Unifor – If HR is involved, we need to be. Not just HR, but anyone on the higher level of management.

CPP – I think we have meetings with the union if we are unable to provide light duty.

Unifor – We need to change that. We want to be involved at every level. If you only bring us in if there's no work, how do we build an argument about what the program will provide. We don't follow what's in the list of work in the collective agreement. The union needs to be at the table to know what can be done. Our job is to make sure it's consistent for all.

CPP – We have noted this and will get back to you.

Unifor – We want to make sure Cam is involved when there are discussions happening when someone returns to work.

CPP – To your understanding, where in the collective agreement does it describe your capacity for involvement in decision making?

Unifor – It says communication is critical. We want to have a say. It's intended to be joint. You work together at it.

CPP – We need to come back to you. I have noted your perspective.

8. Sankey arbitration and paying for shifts.

Unifor – In the Sankey arbitration, it was ruled unjust by four shifts. We'd like to find out, are you planning to pay Ed for the five overtime shifts missed, and for the four shifts he was awarded?

CPP – I will get back to you.

Unifor – Let us know if you need help getting that cheque to him.

CPP – How did he come up with five overtime shifts?

Unifor – Ed kept track.

9. Seniority list follow up.

Unifor – We have been asking this for a while now.

CPP – We have been asking around for it.

Unifor – We want it for several reasons. One is for contracting out. We will be wanting to look at that as well, the numbers for maintenance.

CPP – I will follow up with Leona and make sure she gets it to you.

10. Terry Bunz presentation on moving hog.

Unifor – Terry did a presentation at the contacting out committee for justification for how Material Handling can move hog as efficiently, if not more, than the contract. The company said they would get back to him. It's been a year. Bunz is quite concerned. He thought he had some good ideas and he's been ignored.

CPP – Dan will ask Tony about it.

Grievances:

11. 15-15 Crane notices.

Unifor – These were sent back to standing committee from Heather at third step. What do you have to say?

CPP – We are not prepared to settle. We have given notice on these all, and the short notice is due to the nature of the work. We are currently

considering long term solutions but are still undertaking research on the feasibility of this.

Unifor – Short notice work has a procedure. The company has failed to fulfill that.

CPP – Duly noted.

12.15-17 Failure to Notify.

Unifor – This was brought back to standing committee for clarification by the company. I hope you did your homework. This was not short notice work, it was planned. It does not qualify for emergency.

CPP – It is an emergency due to an environmental risk.

Unifor – What is your definition of emergency?

CPP – The one we have previously used.

Unifor – Oh I see.

13.15-23 Failure to Notify – 2015-04-385 (Radios).

Unifor – This one was improper notification for blow pipe. Gaston calls in Bear Communication and he calls it emergency work. He doesn't talk to anyone on it. We do not agree that it's emergency work, and proper notification was not given.

CPP – Duly noted. We will get back to you.

14.15-25 Failure to Notify – Various.

Unifor – We have three notices here.

2015-05-0447 – This involves Samantha getting in IDL to do gas testing. She says work is to start on the 25th. It comes to the union's attention that on the 23rd and 24th, IDL people are in doing that work with no notice.

CPP – Samantha entered the NOIC with less than 7 days' notice due to a company communication error, but she contacted a union member before the start of the shutdown. A lot of major shutdown work would have been discussed with the union in contracting meetings, though it is possible that this specific contractor was not discussed. What are you grieving?

Unifor – She said that she forgot about it. This is not the right information at all.

CPP – This is what I have.

Unifor – Sam was apologizing, says she just forgot. She phoned Glen in the shop. I made a note of it that day.

2015-05-0457 – This one was again with Sam, concerning IDL spark watch on distribution conveyor work. It was entered on the 14th, and the 19th is the start date. No one from the local was discussed with, no one was contacted.

CPP – I will get back to you.

Unifor – How is short notice contracting out supposed to be dealt with, from the company's perspective? You guys have to know this answer.

CPP – It's supposed to be 7 days. If it's not, verbal contact. Unless it's an emergency. It's a chance to discuss the job.

Unifor – **2015-05-0490** – Tartan. He puts it in on the 30th. No one is contacted.

CPP – I think we have an issue with communication, I have a different NOIC in front of me that doesn't look like yours. We will look at it and get back to you.

15.15-26 Failure to Notify – Various.

CPP – Can you categorize what your main issues are, in making this just one grievance?

Unifor – Emergency work. **2015-05-0449** – This has to do with real track repairs and a failure to notify. Mr. Stever and welding of a broken arm. Did he actually call mill crews first? Why was it an emergency? Did Babcon come in right away to fix it?

CPP – He did try to bring in our people first. I will get back to you on why it's an emergency and what happened after.

Unifor – We will withdraw **2015-05-0448** and **2015-05-0447** because it fits our definition of an emergency.

2015-05-0453 – We do not see this as emergency work. There was a lack of notification.

CPP – I will get back to you on that one. We will formulate a letter response for the ones we need to look into.

Unifor – **2015-05-0499** – The scaffolding was put up, I believe. I don't know why this is emergency work. This is dicey.

CPP – During the major shutdown, we needed to erect an additional scaffold. Attempts were made to contact mill forces.

Unifor – Okay. **2015-05-0498** – I believe this was around the shut down again. Why is this an emergency?

CPP – During the major shutdown, we needed to remove some cladding. Attempts were made to contact mill forces.

Unifor – Okay, but what was the emergent condition around that?

CPP – I can get back to you.

Unifor – **2015-05-0497** – Involving a tertiary fan. What made this emergency work?

CPP – I can get back to you.

Unifor – **2015-05-0488** – Our crane was scheduled so we needed to get All West in to do it. Looks like a coordination issue. Why is this an emergency?

CPP – The washer hoods needed to be lifted on to a low bed at a time when the mill crane was busy with other work.

Unifor – Same thing, what makes this an emergency.

CPP – I can get back to you.

Unifor – **2015-05-0487** – Why is this an emergency?

CPP – Mill crews could not resolve the problem.

Unifor – Who looked at it? I don't recall anyone that looked at that crane. I have that mill forces were busy. Maybe someone knows something that I don't.

CPP – I will get back to you.

Unifor – **2015-05-0479** – The union does not accepting texting as notification. What makes this emergency work?

CPP – Asbestos gaskets were discovered which needed to be removed as soon as possible.

Unifor – Okay. **2015-06-0513** – The dissolving tank was smoking the building out. The company tried to contact mill forces and no one would come in. This fits our definition of emergency. We will withdraw this.

2015-06-0512 – Why was this emergency work?

CPP – The mill was unable to continue starting up because the #3 white liquor was plugged and we had to take immediate steps to try and get the swing clarified into service as the white liquor clarifier.

Unifor – Fair enough. We are okay withdrawing that.

2015-06-0511 – Kiln burner. What makes this emergency work?

CPP – We were unable to get the kiln area of the mill started up.

Unifor – We will withdraw that. That does meet our definition of emergency.

2015-06-0510 – Why is this emergency work? This looks like regular shut down work.

CPP – A mill contact was contacted before a NOIC was entered. I will get back to you on why this was emergency work.

16.15-27 Failure to Notify - Rail track repairs.

Unifor – Here we have a case where we have a derail, and damages to the track. You will say this work is not done by bargaining members, which is false. Our rail crew does that kind of work. There is an aspect that is emergency work, to get the tracks on. They called contractors at 8pm in the evening and they couldn't get on site until 8am next morning. This doesn't fit our definition of emergency work. You didn't get someone in pronto, you were okay with waiting, and no one from the union was notified. There is no reason you didn't have to time to notify the union. This is a failure to properly notify.

CPP – I will get back to you on that one.

17.15-30 Article XXV – Elevator Emerg work.

Unifor – This is listed as emergency work. I'd understand if people were stuck in the elevator, but this is short notice and not an emergency. If you talk to a contracting out committee member, then you're good. Shayne

Yamamoto said, "I can't wait to have it done seven days later so I'm calling it an emergency". I said, "Are you sure you want to stick with that answer?" More education is needed.

CPP – We have been conducting training on this. We began last week.

Unifor – Do you agree that was probably not emergency work?

CPP – This is an emergency and we acted in an emergent and consistent way. The digester elevator needs to be in service for cleaning up at the cross conveyor and checking operation of the digester switching valve, so any time it is out of service and we cannot reset it, it is considered an emergency.

Unifor – That is not what happens out there. The elevator goes down, we try to reset it. They will say they can get there in a couple days, so the elevator stays down. That is not an emergent condition. You need to get your story together. If someone is trapped in an elevator, the guys will come in right away, or we will attempt to do something to get them out. In this case, it wasn't any of those, and the company is not consistent in that answer.

CPP – Duly noted. I will get back to you. Is this something our workers could fix?

Unifor – I'm not sure. The company has not trained enough guys to work on the elevator.

CPP – Did someone try to fix it?

Unifor – Probably the shift guy at a minimum, that is true.

CPP – So you are disputing the short notice.

Unifor – Yeah. It wasn't an emergency condition. It goes on our list of things to fix. It's not at the top, unless someone is in it. That is where we are going.

18.15-31 Article XXV – TG1 oil cooler crane work.

Unifor – Oil coolers were installed and improper notification given. You will say the spider crane isn't a tool CPP has, so it's not bargaining work. It is bargaining work, rigging and lifting. It's not an emergency or shut down, and no one was discussed with.

CPP – Who received this grievance?

Unifor – Jarod Bowe.

CPP – I will follow up on that.

19.15-32 Article XXV – Wsr 25 work.

Unifor – The contractor was changed as to who is doing the work for the shutdown. Blair Hedden puts in the notice after it is done. Why is this emergency work? It's just shut down work that wasn't planned that well.

CPP – Blair gave notice to Mike McHale. Crews were busy with other work at the time.

Unifor – If you're calling it an emergency, you need to deal in an emergent fashion. There's no mill running, there is a tight timeline, but you had the option of working people through the night to get it done. I can't buy that it is emergency work.

CPP – I will get back to you.

20.15-33 Article XXV – Crane for #1 River Pump.

Unifor – This is about having trouble getting water to the mill. This job was planned, #1 river pump, and it was scheduled to use our crane. But our crane is lent to QRP. Gaston arranges for them to come in and do it. I can't say it's emergency work, just that crane wasn't available and got contracted out. It is concerning that this went on for a number of days, trying to chase this problem down. There were periods of time where this is left for the next day.

CPP – Andrew will look into that.

Unifor – If you change the pump, and that isn't the problem... but it went over a couple days, it wasn't stayed with it until it was done, then it's not an emergency situation. That is my problem. If everything happened immediately it's an emergency and we are done, but nothing was done in the night shift. I have some questions to how it was handled and how much of an emergency it was.

CPP – I will get back to you.

21.15-34 Article XXV – Trackmobile service work.

Unifor – Gaston puts in a NOIC for Gordon Russell after the fact.

CPP – There was no plan for this work to take place. Gordon Russell was here to do a free service evaluation of both of our trackmobiles. Gaston

was unaware that we would be billed for travel and minor repairs. Gordon Russell found a loose battery cable when inspecting our equipment and chose to tighten it up. Gordon Russell was not authorized to carry out any repairs on our equipment. A NOIC was entered when we found out minor repairs were performed.

Unifor – I guess the union is saying you still didn't meet the objectives in the collective agreement. You should know the scope of work and make sure people adhere to it.

22.15-36 Article XXV – #5 Hog Pile Construction.

Unifor – This is a grievance about whether this is construction work or maintenance and repair. This union takes the position that building the #5 hog pile was construction work, because a base was made for it, it was cleaned, and gravel was hauled.

CPP – Who received this grievance?

Unifor – David Osmond.

CPP – I will get back to you.

23.15-40 Article XXV – Spent Acid Line.

Unifor – There's a pipe leak in tall oil plant. The call goes out for guys. No one responds so it's contracted out to Babcon. What is the emergency on that?

CPP – This was an emergency. Our workers declined the work and a NOIC was submitted as soon as possible. We gave our workers the opportunity to take on the work.

Unifor – I don't know much about tall oil. You are saying you did act in an emergent fashion. I have one little problem and this is why I won't let it go. The company should notify the union at the earliest time possible. This didn't happen in this case. I understand the next day, maybe in the afternoon. It's like it was forgot, it seems.

CPP – Sergiu could not enter the NOIC into the database until a later date. Mill forces were on other tasks and he entered it when he could. We do recognize he entered it late. This is a young engineer who is working really hard. He is very sincere and we know it won't happen again. We are doing training on contracting out now.

Unifor – Why wasn't the union involved in that training, to have a look at it?

CPP – It's no new information. It's just training on consistency.

Unifor – Some of the answers I get back from these guys, I don't know where they get their ideas.

CPP – They were told somewhere along the line. We are just trying to get everyone on the same page. We are just starting with training.

Unifor – In the future, try to hook us up before you get started. In the past, the company has got the contracting out chair to be involved in the training.

24.15-41 Article XXV – 471-003 Pump.

Unifor – Again, this is contracting out. Mill forces were unable to do the work. Company is saying it was an emergency. The work is done on the 6th, 3 days later we get notice. A little bit of notice, but not how the collective agreement is laid out.

CPP – An important pump (741-003 in recaust) went down during the night. It is important because it feeds green liquor from #1 GLC to the slaker. The steam plant shift supervisor, Randy Hall, attempted to call in a millwright with no success. He then called in Babcon to perform the work which was completed the next morning. The NOIC was put in 3 days late, but this was as soon as possible given the emergency situation.

Unifor – I can see it's an emergency. The problem is the delay.

CPP – We are providing that training now, and it will not happen again.

25.15-42 Article XXV – Atlas Copco Turbotac.

Unifor – Troubleshooting turbotac. Blair Hedden was saying it was emergency work. Blair was listening, he was pretty good. My problem with Blair, we talked about emergency and short notice. He believed it was an emergency though he was willing to wait for the company to respond. This is not acting in emergent fashion.

CPP – There is nothing to give notice for as this work did not take place. It was to be emergency work due to environmental concerns, but we resolved the issue and did not require the rep to come on site to do the work.

Unifor – In the past we've hooked up a portable compressor to that location. There are alternatives. Okay, the real reason I brought this in is to drive my point home. You need to be consistent or act in a manner that

backs up what you are saying. With Blair that is not following through. Think about that. We will withdraw this because it did not take place.

26.15-43 Article XXV – Ski Hi Signing off Scaffolds.

Unifor – I submitted this to Norm. He gave it back to us. Quadra phones Ski Hi to inspect a scaffold. On Monday, the scaffold was inspected and signed. There was no notification of a contractor coming on site. Call in procedure was not followed with mill crews.

CPP – I will get back to you. The company will respond in letter to the items we need to follow up on.

Signature on File

Ben Ruether
Union Representative

Signature on File

Brooke Backlund
Company Representative