



Standing Committee Meeting Minutes

April 28, 2015 3:00 to 4:35 pm Administration Board Room

Present: Andrew Generous, Ben Ruether, Dan Wilson, Cody Crick, Tony Christy, Nicole Davis, Cameron Leeson

New items:

1. Light duty forms – ones agreed to in CA are not being used.

Unifor – We noticed the wording on the light duty form is different from the example in the collective agreement. We do not agree that this new version of the form is similar.

CPP – The information requested in the form is required for us to administrate the light duty program according to the program objectives. We are legally entitled to this information. We did not realize at the time of making the adjustment, that it would be an issue.

Unifor – We will have our side look at it and let you know.

2. Mike Lockwood, Howie Hansen and Dale Regner request for carryover vacation, banked time, floaters and stats.

CPP – **Howie Hansen** – Howie will have used up his vacation by May 1st. Floaters (20hrs) and banked overtime (13 hrs) will be carried over for 6 months. **Mike Lockwood** – ½ of Mike's annual vacation entitlement (120hrs) will be carried over, in addition to his lieu (12 hrs) and banked time (47hrs), for 6 months. Mike's floaters do not expire this year. **Dale Regner** – ½ of Dale's annual vacation entitlement (80hrs) will be carried over (the rest paid out). Dale does not have any other time expiring in May 2015.

3. Security cameras: Does the company need to notify the membership of the locations? Any cameras monitoring people?

Unifor – We feel that some of the cameras are no longer attached to the process and may be monitoring people. For example, the fuel pumps camera.

CPP – The cameras are for the purpose of monitoring process and security. We do not intend to use them to monitor people doing their jobs. We may however have to review cameras for incident follow up.

Unifor – If more cameras are installed for security purposes, will they be rolled into the security job?

CPP – I don't think so.

Unifor – Will the members be notified of the cameras?

CPP – No, we are not required to notify for the intention of monitoring process and security purposes.

4. Discussion around union representation at discipline.

Unifor – We feel the company's attitude is that union representation is not required for disciplinary meetings. For example, when Ed Sankey was sent home from a shift without representation. Then there is the James Hruschak example where you were going to go ahead with a disciplinary meeting even though union representatives were not available.

CPP – I think you are already aware in Ed's case that was not a disciplinary meeting. Ed's disciplinary meeting was held on another date, with union representation. James Hruschak had union representation for his disciplinary meeting as well. We recognize our responsibility to have union representation at all disciplinary meetings. We intend to give as much lead time as possible and work with you to get representation. There are times we need to conduct business when representation is not available, evening or weekend for example. There may be times we can delay and times we cannot. The union also has the responsibility to provide representation to allow us to conduct our business.

5. Company will respond to grievances on contracting out notices in a letter to the union outside of this meeting.

Union settlement requested for all contracting out notices is \$500-10,000 per notice, based on arbitrations on failure to notify. We want to be consistent with the arbitrations, not start something new. Ben Ruether will provide copies of arbitrations the Union is basing their information on, to Nicole Davis. This applies to all grievances in this section.

Grievance #15-11, Failure to notify (manways).

15-03-0199 – Unifor – March notice was submitted for January work. Inadequate notification. Company also specified this work to be an emergency. Why is this considered an emergency?

15-01-0066 – Unifor – Notice was January 23'15, work start date was December 11, 2014. It was justified as an emergency but Garrick Powell said the tank can be bypassed. Inadequate notice and explanation of emergency is requested.

Grievance #15-12, Failure to notify (urea tank).

15-02-0172 – CPP – This work did not actually happen. Unifor – Will withdraw this from the grievance if the work did not happen. Did IDL come on site on the 26th and then work was cancelled? Or did they not even come onto the site?

15-03-0188 – Unifor – How was this emergency work? Notice was given the same day as the work and union was not notified, in adequate notice.

Grievance #15-13, Failure to notify (various notices).

15-01-73 – Unifor – This notice was given with less than 7 days, and no one from the union was notified, in adequate notice.

15-01-71 – Unifor – Company claims this was an emergency. What was the emergency? The notice says we couldn't man up, it needs to be more clear, it's a little soft.

15-02-146 – Unifor – Scaffolding. The date entered is the same as the date of work and it was not listed as an emergency. In adequate notice.

15-02-162 – Unifor – Scaffolding. This was listed as an emergency. What is the emergency? And no one from the union was contacted. In adequate notice.

15-02-176 – Unifor – This notice for spark and tank watch is listed as an emergency, why is spark and tank an emergency? The notice also says this is not work traditionally done by our members. Why was this the reason for contracting out? Was it a mistake? The date entered for the notice was the same as the start of the work.

Grievance #15-15 – Failure to notify (Crane work).

Unifor – we will withdraw notices 15-03-192, 15-02-168, 15-01-020, 14-12-849, 14-11-774, 14-11-801 which were submitted in error. 7 days notice was afforded. In regards to 14-11-743/750/759/794/795/799/805, 14-12-

826/829/841/ 855/859/874, 15-01-007/052/056/058/062/073/078, 15-02-096/112/119/125/173, why was this work considered an emergency in the company's opinion? Where not an emergency, less than 7 days' notice was provided, which violates the collective agreement.

Grievance #15-16 – (PB, Blowpipe, Viker)

No notice – Unifor – Ski-hi came on site to build scaffold access to tall oil differential transmitter. March 6, D shift, it was noted in the supervisor's log book that we tried to burn tall oil. In adequate notice.

No notice – Unifor – Masterblasters cleared the blow pipe lines on March 11'15. This was dry work.

15-03-233 – Unifor – Viker completed scaffolding for MSD preparation. Notice was submitted on March 13, but work was started on March 9. In adequate notice.

Grievance #15-17 – Failure to notify (crane, aerator).

15-03-0212 – Unifor – Notice indicates it was an emergency to remove an aerator from lagoon and install it in another. How was this emergency work? Glen Barker was called in 1 day in advance to complete electrical work, but the union was not notified. It's hard to justify this was an emergency.

Grievance #15-18 – Failure to notify (Don Bishop).

No notice – Unifor – Contractor Don Bishop performed his own lock out and motor disconnect on a unit heater. No notice provided on scope of work. Unless the company is referring to notice 14-09-578 where notice was given for annual PM of natural gas heaters in the steam and recovery area. We think this would cover monitoring, evaluation, PM work, not changing them.

Grievance #15-19 – Failure to notify (various notices).

Unifor – remove 15-03-233, it is part of the Vicker grievance.

15-03-284 – Unifor – Acid pumps not working, is this really emergency work? Please justify.

15-03-272/256 – Unifor – Dregs and pond mud are not an emergency. In adequate notice on both accounts. What unexpected happened? Or was it oversight that allowed it to build up? Notice 15-03-256 says the trucks back up lights were not working, so it was parked. So wouldn't that be a

priority to get it working? If this was an emergency, was the company actively trying to repair the truck?

6. Grievance #15-14 – Cody Crick - Call in violation for work in R8.

CPP – It was our understanding this was settled at step 1.

Unifor – Were meal tickets provided to Matt?

CPP – You will need to follow up with Matt to confirm.

Unifor – So you're not opposed to making him whole for the short call?

CPP – No we are not.

7. New employees, why is the union not being notified so we can do our union orientation?

Unifor – It turns out Cody Crick is being notified. Could you add the unifor local 1115 address to the mailing list to ensure that the executive is notified as well?

CPP – We will add the Unifor local 1115 email address to the mailing list.

8. Quadra cleaning up ash debris in Power Boiler basement on April 8th

Unifor – No notice for this, what happened? Quadra blanket notice doesn't cover that, we don't know if it was an emergency?

CPP – We have not received a grievance for this.

Unifor – Ben Ruether will obtain more details and address at first step.

9. Follow up to year end OT equalization meeting with Andrew Generous.

CPP – Since we sat down, I have spent hours working on it. Andrew started looking at all hours from the start of the year and trying to see it from the union's perspective. There is still more work to do.

Unifor – Is there a timeline for that?

CPP – Andrew confirmed this is one of his top priorities, but does not have a firm date.

10. Vacation during prime time and application process.

Unifor – There is some confusion in the steam plant regarding vacation allocation during prime time. Some members feel they have to choose their priority vacation slot in either summer prime time or Christmas prime time. Others believe you get one choice for each prime time.

CPP – Each individual can request as their priority time off (up to two tours, if taken back to back) in each of the summer vacation and Christmas vacation prime times.

11. March 20-21, fall out question.

Unifor – What was it, and why did it happen?

CPP – The residue appeared to be salt cake. Na and Ca tests were not much higher than tap water. Came off easy with water and no greasy feel on fingers.

Signature on File

Ben Ruether
Union Representative

Signature on File

Nicole Davis
Company Representative