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Standing Committee Meeting Minutes

March 1, 2017 3:00 to 4:05pm

Administration Board Room

Present: Dan Wilson, Andrew Generous, Brooke Backlund, Colby O'Flynn, Glen Barker, Ben Ruether, Tyler Coleman, Cameron Leeson, Christian Lebel

Follow up:

1. **Kiln gas fitting – regulations for certification.**

Unifor – As a follow up from our last meeting, did we get a final confirmation on this?

CPP – The BC Safety Authority has it on record. They won't send us anything.

Unifor – I have been telling people that you need to be a pipefitter to do any gas fitting work unless it's a quick connect.

CPP – We need to confirm that. We would tend to use a pipefitter. I think as long as a B ticket inspects it, then it is okay.

Unifor – The issue initially arose when supervisors were asking electricians to do pipefitting work around the igniters. Some of the guys were very uncomfortable with that. We wanted to know the rules around that. I thought we had arrived at the conclusion that unless it is a quick connect, a pipefitter will do that.

CPP – We are fine if a pipefitter does that from now on but are not sure about saying that no one else can do it.

Unifor – Some bold people will do any work and that makes other people around them nervous. We want to be able to tell people **when** that they are going too far, and that is a job for the pipefitters to do.

CPP – Andrew will follow up with that outside of this meeting.

2. Chip screens rate of pay.

Unifor – Krista was working to ensure people received the appropriate rate of pay. Has this been done?

CPP – She is doing manual adjustments.

3. Indigenous employment.

Unifor – What is Cariboo Pulp's policy around indigenous employment?

CPP – We will get back to you.

Unifor – We would like to meet before the next standing committee if possible.

New items and grievances:

4. Grievance 17-02, failure to notify, shatter spray steam line.

Unifor – Steve Yaffe was unable to put it in a notice when he was busy with the repair. We understand that an emergency was happening. We expect that at the earliest convenience the Company is to notify the Local of what is going on. The notice didn't happen until a few days after. There was a lot of opportunity for that to happen.

CPP – Steve put it in on his first day back. He is a shift worker. We feel that is reasonable.

Unifor – We do not agree that that is reasonable notice. He could have done it that night.

5. Grievance 17-03, Ed Sankey being made whole.

Unifor – We have had discussions with Heather and would like to move this to her.

CPP – We will agree to move it to third step.

6. Grievance 17-04, Gamache at landfill.

Unifor – No notice was put in for this work.

CPP – Howard Muir has been giving notice.

Unifor – He says that he gives monthly notices but there is no regularity to them.

CPP – They aren't to the day, but about every month he puts one in.

Unifor – I have audited them. I see he put in a notice for March twice, May, June, October twice, and November. I don't see a pattern there at all.

CPP – He puts them in every five to six weeks.

Unifor – The Local has been very consistent with maintaining blanket notice and we have accepted weekly notice. That is as far as we go in packaging semi-routine work of a nature. We have not agreed to monthly notice and we never will unless we are told by someone else that we need to.

CPP – What are you asking for out of this? He has been giving notice, maybe not the way you would like to see it.

Unifor – We need to understand when a contractor is coming on site, as well as the scope of work. We need to be afforded the opportunity to keep that work in house. We didn't get a chance to argue for this and we didn't understand the work of this contractor. The penalty is supposed to be in corrective in nature and we have settled at \$500 per failure. We don't want to try to get into a fight about what it is really worth, we just want to correct this.

CPP – We feel that we notified properly.

7. Grievance 17-05, failure to notify – bargaining unit work.

Unifor – This is a bit of a different way of dredging than we have done in the past, with the lines and the remote controls. Guys used to sit on the barge. They needed to get set up and then would go across on a boat. This instance was contracted out to Ezowski and it is work of a nature that we do or have done. We don't have current boats that are floatable because we've never maintained them and it is part of a new way of dredging, but we feel it is the scope of the bargaining unit, and you notified late.

CPP – I understand they were doing safety watch.

Unifor – I think they had to run lines to set up the barge, and set up the wires.

CPP – That is news to me.

Unifor - If it was just safety watch work, you would have to describe why you wanted it for the set up and not the operation of it. If it was just safety watch, then that is clearly bargaining unit work. We do man watch and safety watch work on site.

CPP – Bargaining unit members do not do it on the ponds.

Unifor – We do handle man watch activities on the ponds. I think technical did work on surveying depths.

CPP – Tim Richards says we do not do this work in particular with our crews.

Unifor – I have heard staff referring to a policy or procedure on that. I can't find one. If the Company will rely on a procedure, you have to tell us what one.

CPP – Some of the information you have given us is new. We will look into this.

8. Steam plant spouts manning and crew consistency.

Unifor – We have mentioned our concerns in previous discussions.

CPP – It sounds like there are some guys feeling that, on some crews, senior employees are being used more than they are on other crews. I looked into this and it seems that across the board it is pretty consistent. Supervisors need to manage the accommodations we have on crews, and those occur with both junior and senior employees. We also have vacations and time off to schedule around. I don't see a big difference between the crews, and the supervisors feel that the system is working.

Unifor – We know accommodations can change things. On some crews, the two less junior employees do the spouts job. Tim Lothrop's crew has the bottom three employees doing the job, so we want to know why this is different for him.

CPP – On his crew, we had Dave Strang training for a long time. He is junior to Tim.

Unifor – It went beyond that training period. We just want the members to be treated equal.

CPP – Other guys at Tim's seniority level have also been doing spouts. Pete Philp is now back and that bumps Tim down one spot in seniority.

Unifor – We understood that the bottom two able guys would be responsible for spouts and they rotate through it. Can we get the foremen to be consistent with the application of that so guys know where they stand? Tim shouldn't be doing it as much as he does.

CPP – It doesn't sound to me like the supervisors are doing it differently.

Unifor – What are the supervisors told in how to handle manning the spouts job. Is there a guide to leave it to the junior employees?

CPP – No. If a junior guy goes off, we have someone who covers. Our supervisors do the best they can with what they have. There will be times when the more senior guy may have to be used.

Unifor – They use three guys often instead of two. I want to make sure the foremen have the same understanding of how to man the spouts job consistently.

CPP – We think that has been achieved.

Unifor – The next time that the more senior guy is used on spouts when the two junior guys are available, we will grieve it so we have something concrete to talk about.

CPP – There could be many different reasons. The junior guy could be working on DATS to catch up on critical work instructions.

Unifor – The crews understand that scenario.

CPP – I would sooner leave it to the supervisors and the guys to work through it.

Unifor – We leave this until there is another problem.

9. Workboot replacement.

Unifor – Please consider providing lace up rubber boots for members that want the additional protection as per the policy. We have some pictures of what is out there on the market.

CPP – We will follow up with you about that.

Unifor – It is just a policy or is there any rationale behind this change?

CPP – Craig would be the person to talk to. We don't know the history but would assume that extra support is the rationale.

Unifor – Is it a Companywide policy? Our business has many work environments and they may not understand the pulp environment.

CPP – It is. We use chemicals in the process at our mill but it is generally a similar environment.

Unifor – We work around ponds and mud. If you have lace up boots, there's a higher probability to keep your foot in place than regular boots. Our welders say their laces burn off while they work, so they don't like wearing lace ups. We understand that there are covers for laces, but the guys don't like them.

CPP – We feel this conversation better belongs with the joint occupational health and safety committee.

Unifor – This can't be a one size fits all policy. Some guys can't wear lace up boots and will need the Company to look at an accommodation.

CPP – We have looked at accommodation requirements for some individuals and will continue to do so.

10. Pregnancy in the workplace.

Unifor – There is room for opportunity to be better at this. A lot of it hinges on the direct supervisor of the employee. We are wondering if you are doing anything around educating staff or management on dealing with these issues.

CPP – Absolutely. The supervisors come to their managers and they work with HR. We feel that this has been working well and we have a process in place.

Unifor – A supervisor told our pregnant employee that they need to pull their weight. That is not sensitive to their condition. Employees don't need that stress. There may be some holes in your training with the limited experience we have.

CPP – We would like to follow up on that comment, can you give us more details? We would like to understand the context.

Unifor – If a supervisor says that to a pregnant employee, that is wrong, regardless of the context.

CPP – We agree that it sounds wrong. The context is still important so we can follow up.

Unifor – The supervisor said that we expect a lot more from her and she needs to work harder. You are right about context but the result is more important and it was poor. The relationship did not move forward in the right way. We have shared what we can. Having lived with a pregnant women, sometimes you had to be very careful what you say and how it is perceived. We didn't say he meant to do harm but he used the wrong words and we must be respectful to a person's situation.

11. Pension seminar - attendance of Pension Delegate.

Unifor – We would like the Company to consider sending our pension delegate to the seminar whenever it is held, once every one or two years. This will allow us to ensure it is still a comprehensive seminar. The more educated our pension delegate is, the more information he can pass on.

CPP – We will support one person attending. If that person is required to attend on a regularly scheduled work day, we will make them whole for that missed shift and just make up their regular hours. We are just prepared to talk to supporting the one upcoming pension seminar.

12. Recast gas monitors.

Unifor – We want to let you know that people are concerned with protection for working in this area. They would like additional monitors and feel they are hearing promises that aren't being fulfilled.

CPP – We have been discussing it and looking into it. I have asked what kind of monitor the Company should provide. We wouldn't want to bring in something that would not fit the need. I want to know what we are looking for before we decide on anything.

Unifor – They want a four point monitor for H₂S, dimethyl disulfide, ammonia, and methyl mercaptan. The Company acknowledges there are some problems, and some fixes are coming. Our guys are asking for a bit of help to make them safe in the interim.

CPP – We are looking at it and trying to figure out what is reasonable.

Unifor – They want the monitors the operations group is using. Guys are being told to use their nose as the alarm bell. Some guys have a poor sense of smell and they don't pick up on gas leaks. They feel vulnerable.

CPP – There are H₂S alarms which are an indicator of the other sulphurous gases.

Unifor – There was a situation when a person had a monitor on them which rung, but the alarm on the wall did not.

CPP – That is the dispersion effect. You will smell it right away if it has to do with sulphur. Your nose smells it in the parts per billion, and the monitors pick it up in the parts per million. I looked into that particular situation. The monitor was placed right beside the pump that was apart, and the alarm was on the wall behind it. In that case, due to location, the monitor would pick it up first. As soon as they smelt it, they left. The wall alarm would have picked it up if it were strong enough to travel that far in a high enough concentration, but the gas disperses that quickly that the wall alarm didn't register it to the same amount. The amount he registered on the monitor was at 10ppm which is the limit where you leave. Just below 10ppm you can work in it for 8 hours. We aren't paying lip service, we are working towards something here.

Unifor – The guys are watching.

13. Steam plant third class ticket progress update.

CPP – As per the Local Agreement, we are notifying you that some steam plant milestones have not been achieved. We have seven employees working on their third class tickets. Four did not meet the first milestone for successfully completed their papers in this section (one paper per year). We will give you their names after. Every six months, we talk to the individuals and ask for an update. Three have succeeded in meeting those milestones, and some are exceeding them.

Unifor – When you talked to these four people, did they say they were working on it?

CPP – Yes, to varying degrees.

Unifor – Are they are aware of their obligation?

CPP – Yes. They get a letter when they enter the department that indicates the situation and their requirement. We ask them if they realize the consequences.

Unifor – I don't think people know about this section in the Agreement.

CPP – You have 48 months to complete your tests. This is just to inform the Union and follow process.

Unifor – If you don't achieve your ticket within 48 months, you are removed from the department. It means you go to the labour pool. It is very serious.

CPP – You can rebid to an open position once you have achieved your third class ticket. However you do not retain your seniority in the department.

Unifor – There is some minor flexibility for exceptions.

Signature on File

Ben Ruether
Union Representative

Signature on File

Brooke Backlund
Company Representative