



## **Standing Committee Meeting Minutes**

**March 11, 2015 3:00 to 5:05 pm** Administration Board Room

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

New items:

**1. #15-01 – Evan McLeish call-in error with company using the wrong phone number.**

CPP – Make up time will be arranged between Evan and his supervisor to compensate for the administrative error that affected him on two occasions.

Unifor – We accept the 2 make up days.

**2. #15-02, 15-03, 15-05 – Failure to notify in a timely manner – various notices.**

Unifor – In the union's opinion, the company did not live up to the agreement we have. When more than 7 days' notice is afforded, it's up to the union to approach the company with their concerns, less than 7 days, the company is to contact a contracting out member, emergencies excepted. When the mill is down, any additional work that you want to add on to from the initial breakdown requires notification.

CPP – In all cases the work done was an emergency. When the mill crashes, leading to an unexpected shutdown, we will take the opportunity to complete as much work as possible that must be completed when the equipment is down. This is a financially responsible approach that allowed us to avoid a planned shutdown. In all such cases, the company is confident they considered all possible means of utilizing mill forces prior to contracting out.

Unifor – It is in the union's opinion that not all work done during an unplanned shutdown, is actually an emergency. It is the union's opinion that the repair work of the actual breakdown that took the mill down would be considered emergency. Issues that pose an immediate danger to life

or property would also constitute an emergency. We request a clear definition of what is an emergency as per the company's interpretation.

CPP – We cannot put to record a formal definition of what we consider as an emergency at this time.

Unifor – Grievance 15-02, the union maintains that the work listed in notice 2015-01-083 is not emergency work, rather work in the Fiberline that was timely to conduct while the mill was down for Recovery tube leak repairs.

Grievance 15-03, has 8 notices. Notice 2015-01-0058 is for crane work on Jan 20<sup>th</sup>, the notice was entered Jan 21<sup>st</sup>, and the company did not flag this as emergency work. Notice 2015-01-081 we will withdraw, as we acknowledge that the work associated with the tube leak repair was clearly emergency work. Notices 2015-01-074, 076, 078, 079, 080, and 084 are all the same argument where the Union does not believe this is emergency work. Will you not be notifying us at all in regards to the contracting the crane operator position? We have not been getting 7 or more days in regards to contracting out the crane. In some cases, this is clearly not an emergency.

CPP – We intend to give notification on crane work being contracted out. In some cases it has been an emergency. We follow up with supervisors to ensure that where possible, 7 days' notice is being provided.

Unifor – Grievance 15-05, we have one crane notice (2015-02-0112) again where the company does not even flag the work as emergency and has failed to properly notify. Notices 2015-02-096, 098, 100, 107, 108, 109, 111 are all the same argument centering around definition of an emergency.

### **3. Clint Cave WorkSafe reporting on Nov 4, 2013 gassing**

Unifor – Clint has noticed that the gas concentrations reported to Worksafe is not consistent with the values reported in the incident investigation. What is the protocol around modifying investigations? Our understanding is it should go through the OH&S co-chair.

CPP – In most cases we bring it back to the supervisor to review the modifications with the original investigation members. In this case, it was not a big discussion as the change made was seen as clerical; the original numbers were not reported correctly. The reason for this was that we were trialing a new type of ClO<sub>2</sub> monitor which by design, was calibrated with Chlorine not chlorine dioxide. Therefore the numerical value it provided

was a chlorine value. To convert it to a ClO2 value the output from the monitor needed to be multiplied by 60%.

Unifor – There should be a consistent procedure in place, so all corrections are dealt with in the same manner.

CPP – We don't currently have a procedure for this, however it didn't seem significant enough to get a big group together. Perhaps joint safety can shed some light on this.

#### **4. Overtime call-in procedure for Steam Plant**

Unifor – Move to next meeting.

#### **5. Follow up to electronic log book security**

CPP – The electronic log book is locked to the user who must login using one's own username and password. Entries cannot be modified by another user.

#### **6. Follow up regarding sleep time**

Unifor – We believe there was a commitment made at last local negotiations that the Sleep Time practice would continue. Has Norm Phoenix followed up with his supervisors as to the sleep time issue? {We understand the practice to be as follows: If a member works overtime between the hours of midnight and 8:00 am and is scheduled to work a regular scheduled shift that same day, that member is only required to report to work after 8 hours of rest. The member then reports to work and barring any mill emergencies completes the regular shift at the usual end time with full pay for the day.}

CPP – To be clear, we do not have an agreement in regards to sleep time. We do have a practice of allowing for sleep time in particular situations. This has been reviewed with all supervisors by Norm Phoenix and supervisors will be applying it as consistently as possible, depending on the situation.

#### **7. Cleaning schedule for steam plant**

CPP – An extra day was added, Saturday at 3pm to bridge the weekend gap.

Unifor – There is a lot of dust build up, the air vents are black within 3-4 days of them being cleaned. HVAC system does not seem to be helping.

CPP – This sounds like it goes beyond cleaning frequency. This has not been communicated earlier. It is important that specific details around concerns are addressed in a timely manner with your Supervisor, Superintendent or Manager as necessary; they do not need to wait for this meeting.

Unifor – The noise levels are also still bad.

CPP – Joe Volk is continuing to work on improving the noise levels. We will continue to work on it until a satisfactory level is achieved. It's important for affected employees to be sharing their input, not just one person.

#### **8. #15-04 – Failure to notify ABC working on warehouse phone line**

Unifor – Ben Ruether spoke with the ABC guy. The ABC guy was doing the work. He left in frustration and Ben eventually ended up doing the work himself. Pretty straight forward failure to notify issue.

CPP – The information we have is that the ABC guy was in the mill to confirm the phone line was not working. Mill resources completed the work.

#### **9. Grievance #15-08 – Year end overtime equalization**

Unifor – The local has a problem with the company not living up to their commitment to equalize overtime. The collective agreement lays out an understanding and we ask the company to comply. “The Company will endeavor to equalize overtime on an annual basis between January 1 and December 31.” Sometimes the company elects to choose the next person on the list because it is cheaper. The numbers are not looking good, when the objective is to equalize members. Where are you going with it and how will it work?

CPP – We have a procedure in place and endeavor to equalize overtime.. A lot of work by both the company and the union has been put into the equalization process. Andrew Generous would like to hear specific concerns from Ben Ruether to get up to speed prior to responding further. Andrew and Ben will arrange a meeting for the first week of April.

#### **10. Grievance #15-09 – Derald Horutko – Unjust discipline (turbotac cleaning)**

Unifor – Standard procedure is to prep on dayshift, then execute on night shift. Derald prepared on day shift and expected the night shift to execute. It seems Derald had trouble clearing details with his supervisor. If the

company says the discipline stands, Derald should be entitled to 4 hours pay as per the Collective Agreement Article IX, since he reported to work the day he was suspended.

CPP – Derald was asked by his supervisor to perform some work, to which he refused. This is insubordination. The discipline stands. Derald was suspended for a shift; we will look into any pay that Derald might qualify for in regards to the meeting.

#### **11. Grievance #15-10 – James Hruschak – Unjust discipline (AWOL)**

Unifor – James spoke with Keith Power who said it should be ok. James took this as a verbal agreement. In the mill, these verbal agreements are fairly common.

CPP – James made his request after the end of his first night shift. When Brad Arnoldus came on for the second night shift, he found James was not present. When Brad touched base with Keith, Keith stated he had not given James approval. Keith always signs the slip and returns it. Keith observed James never gave him a request slip and is puzzled how James could think he got approval. When Brad did get a hold of James on the phone, James did not indicate he had received approval and was discourteous in his response. Discipline stands.

#### **12. Pete Phelp vacation carryover of 80 hours into the new vacation year (approval and expiry date)**

CPP – Based on the circumstances, we have approved Pete to carry over 80 hours into the new vacation year. He will have 6 months from May 1<sup>st</sup> to use it.

#### **13. Job postings – Keeping them updated.**

Unifor – Members want to know who accepted if someone declines the position. For example, if someone tries out a position, declines it, and we move to the next person on the list who accepts.

CPP – We will make sure it is posted.

#### **14. Use of banked time**

Unifor – Make sure supervisors are clear that when banked time is approved, they should not be telling people to cancel it to cover earlier requests for time off that come up.

CPP – As far as we understand, that has been the practice, approved banked time off has been considered as not available.

**15. Parking lot spill – Dayshift March 2.**

Unifor – What was it and why did it happen?

CPP – Samples were taken and it was determined to be ash and soot from the power boiler. We found that it was easy to clean off. The power boiler scrubber is a wet scrubber. Water can carry the ash and soot. That day the wind was blowing over the parking lot so carried it in that direction.

**16. Howie Hansen and Mike Lockwood request to carryover vacation, banked time, floaters and stats.**

CPP – We can respond to this at our next meeting.

**17. Is the company anticipating any vacation restrictions around any planned shutdowns in prime vacation periods for the upcoming contract year?**

CPP – There are no anticipated shut downs during prime vacation time for 2015. Prime time was taken into consideration when scheduling the 2015 shut.

Signature on File

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Ben Ruether  
Union Representative

Signature on File

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Nicole Davis  
Company Representative