



Standing Committee Meeting Minutes

Oct 2, 2014 3:00 to 4:30 pm Administration Board Room

Present: Dave Needham, Ben Ruether, Doug Carey, Dan Wilson, Mike Harrold, Tony Christy, Nicole Davis, Glen Barker

New items:

1. #14-07 Don Sankey, unjust discipline – Slaker operation

Unifor – Don was busy dealing with several issues that night, we feel the discipline is unjust.

CPP – Don received a verbal warning which is a light discipline and will not be rescinded. Don knew he had an issue and the slaker never did re-establish itself as the lime feed screw plugged again shortly after it was cleared the first time. He should have stayed with the problem until it was resolved.

2. 14-09 Suresh Keram, unjust discipline – being AWOL

Unifor – Sun, June 15th, Suresh was declined a request for time off on Niteshift Mon, June 16th. On June 16th late in the afternoon, a personal issue arose which prevented him from coming into work. He tried six times to contact his supervisor to no avail, and instead left a message with a CRE indicating he was not coming in and would use banked time or a personal day. When his supervisor tried to contact him at home, he was not available. It is in our opinion that Suresh went above and beyond.

CPP – Suresh was aware that this situation may look bad. Previously he had asked for and was denied the night off. He called in but did not speak to his supervisor directly. He did not leave a reason for not coming to work or a contact number to get a hold of him. His supervisor could not get a hold of him that day, nor did Suresh try to get a hold of the mill again until 4 days later on his first day shift back. He was disrespectful to his supervisor. Having taken circumstances into consideration we feel written warning was a lenient discipline for AWOL.

3. Follow up to Union Pension Seminar this fall

CPP – The final speaker is still being confirmed. We have narrowed the date down to mid November. A bulletin will be shared, hopefully by the end of next week.

4. 14-10 Brian Bush – Seniority right of first refusal in temporary move-up in the fibreline

Unifor – Right of first refusal should exist on all temporary moves.

CPP – The company wants to continue with the existing practice of moving the most senior operator up to fill the temporary vacancy. The system proposed by the union could lead to the least experienced operator moving up rather than the most experienced operator. That is the concern to the company.

5. Discussion around Article XIV – Leave of Absence, Section 5, Other Leave

Unifor – What guidelines does company use around LOA requests? Special consideration must be given to employees over 10 years. Must be fair and unbiased, rather than subjective to feelings. Some members are not feeling that is the case.

CPP – LOA requests are considered case by case. LOA is a cost to the company and in some cases can lead to an increase in contracting out. Approval will depend on the situation, extenuating circumstances, one-off events, and several other factors.

Unifor – We need a more clear understanding of what qualifies, to bring back to the members.

CPP/Unifor – Discussion can continue next Standing Committee Meeting.

6. Bid in Material Handling

Unifor – With one employee off indefinitely and a few people coming up to retirement in the next 1-2 years, would it make sense to be proactive and post a bid?

CPP – It has been our practice to post bids when a retirement or employee leaving is certain. However in special circumstance we have posted a bid to carry an extra person in a department. Given the current situation in material handling it might make sense to post one or two proactive bids. The company will consider this.

7. Union communicated a concern in regards to consistency of supervision in the Steam Plant.

Signature on File

Ben Ruether
Union Representative

Signature on File

Nicole Davis
Company Representative