



Standing Committee Meeting Minutes

January 25, 2015 3:00 to 4:00pm Administration Board Room

Present: Ben Ruether, Glen Barker, Garrick Powell, Christian Lebel, Cameron Leeson, Dan Wilson, Andrew Generous, Brooke Backlund

Follow up:

1. Seniority lists.

Unifor – Do you have an update on this?

CPP – This is not something I am involved in. When I last spoke to Leona for an update, she was still waiting on IT to process the last few changes. She is doing everything she can but they keep telling her that they will do it as soon as possible.

Unifor – It has been nearly an eight month wait for us to get this. This shouldn't be something we have to grieve.

CPP – This is not in my control. Leona is trying very hard. You can talk to her to get updates, she is happy to show you where she is at.

Unifor – We will think on that one. Do you have any estimate on time?

CPP – She keeps following up with them but they can't give her one. They are busy with the UltiPro implementation.

2. Posting procedure for bids.

Unifor – When we last spoke about this, the company did not have a comment.

CPP – We have no issue with this. If a worker is away, for example on vacation, they can come to HR in advance to see Leona and ask to have their name put in if a specific job comes up within the time frame that they are gone.

3. Industrial production monitors.

Unifor – Can we have an updated list of the monitors and their functionality?

CPP – Yes.

Unifor – Please attach it to the minutes so the members can see it.

4. Overtime equalization.

Unifor – I forgot to tell you Andrew, but usually in January we review the past year. At our next meeting could we have a print out of 2015 year end and 2014 year end so we can evaluate if we are moving in the right direction. I know we talked about this not long ago and it looked okay.

CPP – Okay.

5. Job continuity.

Unifor – Andrew was going to discuss this with his supervisors.

CPP – I did send an email to supervisors throughout the whole maintenance department.

Unifor – That is good.

New items and grievances:

6. Sick time application.

Unifor – How do you apply to have sick time back paid?

CPP – The employee, upon returning to work from a sick leave, may apply in writing for paid coverage of their sick days (using banked hours, floater, etc.). This request may be approved by a Superintendent or Manager only. Approval is not guaranteed.

7. Grievance 15-52, Dan Leblanc.

Unifor – Dan ran over the fire hydrant moving from the #1 to the #3 pile. Visibility over the blade is poor and as a result he takes it out. It's not the first time a hydrant house has been hit, and there's a history of trying to

find a different location for this hydrant. In addition, Dan has a good record. We think that a written warning is unjust.

CPP – It was a serious event. He destroyed the hydrant when turning the cat. We have to send the message that he has to be more careful when working around these things. The hydrant is in a good spot and visibility is not an issue. There can be a lot at stake when you are running equipment.

8. Grievance 15-53, Marty Sportak.

Unifor – He was given a four day suspension for the cat ending up in the reclaim. Did anything come out of the incident investigation? What were the recommendations?

CPP – This is built on a previous suspension for undue care and attention. Marty has a history and we feel this discipline is appropriate to change his behavior and set expectations to work safely.

Unifor – There's a lot of factors which could play into this incident. Marty says he was pulling back but the cat didn't respond. This is kind of unusual, so there's enough doubt that we think this was excessive.

9. Grievance 15-54, Cody Crick suspension.

Unifor – We will leave this to our respective lawyers.

10. Grievance 15-55, BK 2-way.

Unifor – Andrew offered \$500 without prejudice or precedence. The union will accept that and we will consider it settled.

11. Grievance 15-56, Norm Mazey.

Unifor – He was given a written warning. Had Norm completed Cariboo's manlift training?

CPP – I don't have that information with me, but that wasn't what he was disciplined for. He was disciplined for being told to wear his fall protection and then not wearing it. He was engaged in extremely risky behavior and didn't listen to his supervisor.

Unifor – It was less than 10 feet. I'm trying to feel out the policy, and I understand that under 10 feet is considered low risk. The company should be consistent. I know Colin told him he wanted him to wear his fall protection, that is true. Our practice here can be loose with enforcement.

CPP – I don't agree with that.

Unifor – If you enforce it consistently, then that is different. However there are lots of incidents where we stand on the hand rails...

CPP – That should not be happening.

Unifor – We need a strong message in order for that to change. That message should not come through discipline. That is why we are grieving this. The only reason he got disciplined is because the wrong people saw him. Almost every foreman would have walked away if they saw this.

CPP – I don't agree with that.

Unifor – The guys need to know if you change your practice.

CPP – We aren't changed anything. WorkSafe rules have been around for a while. This is getting muddled up into two different discussions here. You're not supposed to climb on the hand rail of a scissor lift. Once you put yourself up there, you can put the machine off balance. If you're tied down to the deck, you can't climb over the hand rails. This isn't what this issue is about; Norm was told to wear his fall arrest equipment but he chose not to follow his supervisor's direction.

Unifor – We have a culture here. Our guys are just trying to get the job done. We have to remember sometimes that we can't do things the old ways.

CPP – When I started in industry almost 20 years ago, things were different. However, not wearing harnesses has not been allowed for a very long time now.

Unifor – Norm's training in the oil patch is that there's no harness when there's a railing. Was he asked to use that equipment when he didn't have the training? He defaulted to some common sense from his other training where this wasn't required. There are a lot of questions around fall arrest and restraint here. You need to start looking at a better way to get this message out. Norm should have said "I can't do this job", and that is all hindsight though. Things are changing, and we don't even know how we can do work sometimes.

CPP - Agreed that Norm should have said something if he didn't have the training.

Unifor – We are pushing our guys to work differently, but most want to continue to work as in the past.

CPP – If you know anything specifically where supervisors are not addressing safety concerns, you are welcome to tell me off the record, and I will deal with it.

Unifor – It is just a general culture. People have to get there, and we don't have much help or resources.

CPP – Tell us if you need something (resource wise) to get the job done safely if we are missing something. We can't do anything about it if we don't know about the issues you are referring to.

Unifor – Guys don't want to fight with their supervisors, so they take the easy way. It puts them in a tough position. You should educate your supervisors more.

CPP – This incident was about not following direction, not about supervision or policies. Overall, awareness is important and I can help to raise that.

Unifor – People are taking shortcuts out there. I'm not supposed to be delivering the message, it is the foreman's job.

CPP – Everyone who knows about safety issues should deliver the message. If I see something wrong, I am required to point it out - that is what the law says. You don't always get a warm reception, but it is the right thing to do and required by law.

12. Grievance 15-57, Gamache grading.

Unifor – No contracting notification was given. He was grading the deck to receive logs.

CPP – What would full redress be in this instance?

Unifor – It would be \$500 without prejudice or precedence.

CPP – We offer to settle this under those terms.

Unifor – We accept.

13. Grievance 15-58, Chris Fenton.

Unifor – We are asking that Chris's time while assigned to the maintenance department be paid at a journeyman rate. He does have the qualifications and was doing the work.

CPP – Chris was doing helper’s work, not trades work. We brought him in as a helper, paid him as a helper and directed him to do work as a helper.

14. Grievance 15-59, Cody Crick termination.

Unifor – We will leave this to our respective lawyers.

15. Rod Surcess accommodation.

CPP – I want to submit that we have accommodated Rod Surcess.

Signature on File

Ben Ruether
Union Representative

Signature on File

Brooke Backlund
Company Representative

CPP "Industrial Production Monitoring"					Last Updated January 26, 2016				
Hog System\Security					Steam\Recovery				
		PTZ\ZOOM\FIXED	Make	Model		PTZ\ZOOM\FIXED	Make	Model	
1	Hog Reclaims\North and South	Fixed	ACTi	E44A	1	Hog Distribution Conveyor	Fixed	ACTi	E44A
2	Hog Shredder South	Fixed	ACTi	E42B	2	Power Boiler Stack	Fixed	Avigilon	2.0-H3-B1
3	Hog Return Belt	Fixed	ACTi	E42B	3	Kiln Burner	Fixed	ACTi	V23-CH3
4	Hog Return Pile	Fixed	ACTi	E44A	4	Recovery Boiler Beg Bud	Fixed	ACTi	V23-CH4
5	Security Upper Road South Facin	10x Zoom	ACTi	B41	5	Power Boiler Drum Level	Fixed	ACTi	V23-CH2
6	Security Lower Road South Facin	10x Zoom	ACTi	B41	6	Recovery Boiler Drum Level	Fixed	ACTi	V23-CH1
7	Security Upper Road North Facin	Fixed	ACTi	E42B	7	Kiln and Power Boiler	12x PTZ	ACTi	B95
8	Hog Feed Belt	Fixed	ACTi	E42B	8				
9	Hog Shredder North	Fixed	ACTi	E42B	9				
10	Security Lower Road North Facin	Fixed	ACTi	E44A	10				
11	Hog Pile Monitoring	12x PTZ	ACTi	B95	11				
12					12				
13					13				
14					14				
15					15				
16					16				
Material Handling					Fibre Line				
		PTZ\ZOOM\FIXED		Model		PTZ\ZOOM\FIXED	Make	Model	
1	Chip Reclaim #1	Fixed	ACTi	E42B	1	Top of 055 Conveyor	Fixed	ACTi	E44A
2	Recaust Lime Pile	10x Zoom	ACTi	B41	2	Before #1 and #3 Reclaims	Fixed	ACTi	E44A
3	Material Handling Fuel Station	Fixed	ACTi	E42B	3	After #1 and #3 Reclaims	Fixed	ACTi	E44A
4	Chip Reclaim #2	10x Zoom	ACTi	B41	4	Bottom of 055 Conveyor	Fixed	ACTi	E44A
5	Material Handling Fuel Station	Fixed	ACTi	E72	5	After #2 Reclaim	Fixed	ACTi	E44A
6					6	Bleach Plant Steaming Vess	Fixed	ACTi	E42B
7					7	Bleach Plant Drag Chain	Fixed	ACTi	E42B
8					8	Chip Bar Screens #1	Fixed	ACTi	E44A
9					9	Chip Bar Screens #2	Fixed	ACTi	E44A
10					10	R8 Generator	Fixed	Avigilon	
11					11				
12					12				
13					13				
14					14				
15					15				
16					16				
Machine					Steam\Recovery				
		PTZ\ZOOM\FIXED	Make	Model		PTZ\ZOOM\FIXED	Make	Model	
1	1st Press Role	Fixed	wigilon		1	Recovery Boiler Spout #1	Fixed	ACTi	E42B
2	Couch Front Side	Fixed	wigilon		2	Recovery Boiler Spout #2	Fixed	ACTi	E42B
3	Dry End\Layboy	20x PTZ	wigilon		3	Recovery Boiler Spout #3	Fixed	ACTi	E42B
4	Dryer Inlet	Fixed	wigilon		4	Recovery Boiler Spout #4	Fixed	ACTi	E42B
5	2nd Press Role	Fixed	wigilon		5	Recaust PreCoat Drum #1	Fixed	ACTi	E44A
6	Layboy Side	Fixed	wigilon		6	Recaust PreCoat Drum #2	Fixed	ACTi	E42B
7	Bale Line	Fixed	wigilon		7	Power Boiler Grate 1	10x Zoom	ACTi	E413
8	Couch Back Side	Fixed	wigilon		8	Power Boiler Grate 2	10x Zoom	ACTi	E413
9	Layboy Portable	Fixed	wigilon		9	Power Boiler Grate 3	10x Zoom	ACTi	E413
10	Predryer	Fixed	wigilon		10	Power Boiler Grate 4	10x Zoom	ACTi	E413
11	Bale Line - Back	Fixed	ACTi	E72	11				
12	Back\Top Deck Dryer	Fixed	ACTi	E42B	12				
13					13				
14					14				
15					15				
16					16				