

Standing Committee Meeting

Tuesday, May 21, 2024 at 2:30 pm in Admin Boardroom

Present: Alexandra Carter, Scott Fairless, Darcy Lanes, Naminder Sharma, Angelo Sia, John Hagley, Warren Dagenais, Tyler Coleman, and Marlene Higgins

1. September/October Blackout Dates

Unifor: We were talking about the blackout dates for September and October and Scott had said it's maybe possible for his department to have wiggle room.

CPP: Can we explain wiggle room before we move on?

CPP: I get what you mean.

Unifor: We recognize there are individuals who use that time for hunting, limited entry, that kind of thing, so we're wondering about flexibility.

CPP: Well apparently limited entry hasn't even come out yet so I'm not sure when that'll be.

Unifor: We should know soon. We should make manning a priority, but if there are only 3 people in the mill maybe we can make something work.

CPP: I'm not a hunter, but don't you put dates in when you apply?

Unifor: A lot of them are from first half of September or from October 1 to October 31, and a lot are pretty remote and it's hard to get to, it's a lot to go into it. I've been putting in moose tags for 30 years and I've never got one.

CPP: We need to be consistent though. Like where do we draw the line?

Unifor: I guess that would be up to your discretion.

CPP: Unless it's been in the last week I haven't heard that it is coming up and there may be changes. If there is someone putting in an application then check with me before making plans.

Unifor: The deadline is June 13 for LEH applications.

Unifor: One reason we're talking about because it's an exception this year with blackout dates in both months, it's a big timeframe. Most of us had our plans for May and I'm sure you managers did as well. So being shift to the fall raised some concerns from the floor.

CPP: To be fair, we closed September in December [2023] and closed September in February. They've been closed for quite some time.

Unifor: We recognize it's a lot of time...

CPP: Yes, it's 9 days in September and two weeks in October.

Unifor: I don't think we want to limit this discussion to LEH, it's primarily the hunters that have brought this up.

CPP: My next question, we're not talking about a large number of people being able to take advantage. Maybe a couple people in each department. So are we awarding these on seniority, or first come first serve or other parameters?

Unifor: Usually it's first come first serve. We would look at other considerations. You approached me a while ago about a couple people and time off.

CPP: That's what this is, it's a slippery slope. Lots of people want to go hunting. Some might just say they want to go hunting. We've been pretty consistent with holding people to blackout dates after we put them out. That is because we want our folks to do as much of the work as we can. Then it becomes a contractor show if we can't get our people in. I understand it's two decent chunks of time. I understand hunting season.

Unifor: First step for us is bringing it to your attention. If we have questions/concerns from the floor then we'll approach you from there.

CPP: Sure, I'm open to talking.

CPP: Still didn't answer my question. And he knows. I'll frame it for Darcy. If it's only a couple people who can be off. One is head op, one is utility with a certain background and one is a grader.

Unifor: It goes back to our rules, and we run our rules.

CPP: It would be a grievance after the fact.

Unifor: If there are extenuating circumstances then we look at those and go from there.

CPP: There needs to be - from the union side - some direction to pass onto my guys on how we've decided to do this. Unless you say right now, and we'll do it the way we've always done it.

Unifor: The direction to supervisors would be pretty easy. We've operated in the past, there was consideration in the middle.

CPP: We aren't going to run short but if people want to put in their name and someone will work overtime but someone who gets that... it was brought up by you last time. There's first nations, first come first serve, and seniority. I'm just looking for some direction. It won't influence how many people but it will affect who gets it.

Unifor: We just need to have a plan beforehand.

CPP: It has to be when we get closer. Something the membership will understand, my supervisors will understand. For both of our sake. I just wanted to have that out there.

Unifor: So we're all clear on that now.

2. Members Called for One Day Shut

Unifor: So this ended up to be me, I don't want to make a big deal but we had guys on lube training...

CPP: This was Thursday? Steam leak in Steam Plant? March 7?

Unifor: I think so. It's not just because it was me, but if we're going to have contractors onsite then we should include our people.

CPP: Yeah, everyone would've been here, I was even trying to get first aid to do hole watch, but I don't know if we looked at shift guys.

Unifor: I didn't even realize what was going on until I got a bunch contracting out calls.

CPP: I think it just got missed because it wasn't a scheduled outage so that's something I can communicate to our group better too.

Unifor: Might be worth a conversation about doubling up shift coverage.

CPP: In that scenario we probably didn't very well, we had people stay late and people come in on Friday. But for example, we doubled up on the latest area shut. It was a breakdown that time.

Unifor: We didn't get a lot of fitters asked to stay late. I was already here working on something else and asked to stay late.

CPP: The way we try to organize that on a regular basis, the shift trades are scheduled but for fitters the area guys figure that out. If something unexpected comes up then that might explain that situation. It doesn't come to Dave and I on a regular basis.

Unifor: Guys will stay late.

CPP: My experience is we typically do that. Thursday night you stayed late? That was the second day, we were supposed to be running. On the Wednesday night, I know the fibreline had fitters staying that night for startup. Then things went pear shaped and it was basically a fire drill that night.

Unifor: I got asked to come down and put together green liquor lines. While I was doing that I was asked to help for other things until 3 in the morning.

CPP: We should've been running that day so that's why it was so odd. But the groups do talk about fitter coverage. That's normal.

3. Members Using Unpaid Leave

Unifor: Company said they will discuss and get back to us.

CPP: Yes, and we did discuss it. I couldn't find any specific policies anywhere but we've always worked under the same principle that we need to use up paid time off before employees can take unpaid leave. That is because the company has an obligation to make sure paid time is used up on an annual basis. We still try to ensure people are able to make it to these appointments, so there are case by case incidents where, for example, a new employee doesn't have any banked time and they take unpaid leave to go to a doctors appointment.

Unifor: They're asking specifically about doctors appointments though.

Unifor: The problem that comes up is I'm not going to notice, I'm not going to notice a couple hours off my pay cheque, not it's impeding my ability to take time off. I'm not going

to notice 78 vs 80 hours but I will notice that I can't take that day off because I only have 6 hours of banked time instead of 8.

CPP: To Alex's point, that scenario involves someone who doesn't have much time available. There is a commitment from the company that people need to be able to take their time off. They're diametrically opposed. If someone has a ton of banked time, they won't notice that disappear. At some point there needs to be some understanding between both sides. We have talks about time off and people not being able to use it. It's a discussion. I don't think it's cut and dry.

Unifor: Are we willing to look at this as a discussion between the supervisor and employee?

CPP: I think we'd have to make rules as a group so we don't have to bring this up every time.

Unifor: Can we leave this as case-by-case basis because it is a personal preference on whether employee chooses?

CPP: We would need to make sure there's a way to track this.

Unifor: Some guys are going to want to be paid and some aren't going to want to.

CPP: 100%. The scenario, I sometimes get people at the end of the year who say we are compelled to give them the time off if they haven't used it all. We need to make sure that time is all used. If we could agree on what that looks like...

Unifor: Part of the discussion should be that the effort is to be made to use up paid hours.

CPP: Why don't we go away and think about this, and we schedule a meeting and we sit down at a separate meeting. I've been around and if it's case by case I worry there will be concerns around bias. People are people. Are we good with that?

Unifor: Yes.

CPP: If we can define a criteria around it then it would be good. I want us to be explaining the same thing.

Unifor: This wasn't us trying to add a few extra hours so it's easier for a guy to play hockey.

CPP: I don't see an angle, we just need a framework.

Unifor: I think a separate meeting would be good.

4. Fibreglasser

CPP: Fibreglasser is not technically a trade. So what we've been doing, I'll tell you the plan, we're going to replace Brent with a pipefitter. We'll up the pipefitter total number, and we've been upping that number for a few reasons. Ian Neeland has been training and he's picking it up. There's another item further down [the agenda] that'll reference to Brent a bit but basically it's almost impossible to hire a fibreglasser.

Unifor: Makes sense. It's more of a skill than a trade.

Unifor: In the past did he count toward any trade in time off?

CPP: No he was in his own category.

Unifor: Ok, so the new one will be pipefitter pool.

5. Vacation Coverage

Unifor: Last time Scott talked about the Fibreline and Naminder talked about the Steam Plant. Darcy, how is maintenance looking for summer?

CPP: We had a little bit of a hiccup, there was a bit of an issue with handing back slips but we figured that out. We had someone trying to take more than 2 weeks in prime time but otherwise no big flags.

Unifor: We're counting apprentices as trades people when they enter the department?

CPP: Yes, 1st year millwright counts as a millwright for example.

Unifor: What if there are apprentices with time off in prime time and other guys are waiting for that period of time?

CPP: We follow the rules, the apprentices likely won't get what they want on seniority basis. So I'm not sure what you mean?

Unifor: I think a couple are behind apprentices and they're asking questions but I'm not sure what that looks like. I don't have a specific example.

CPP: There were a couple mistakes that were cleaned up but if something is still hanging out there bring it up with Dave and I. We can look into it.

6. Shift Trade Coverage

Unifor: This one was from your group?

CPP: We've been talking about this a bit. It doesn't usually come up in E&I, but it has a bit with millwrights where we end up forcing the junior guy on shift. Not sure where it came from but it's what we've always done. Some of the junior guys aren't too excited about that. What other kind of options do we have there?

Unifor: I thought about this a bit. I'd have to talk to everyone to see why this is an issue. I know the other shift trades they do a shadow for a couple tours, and we don't really do that with the millwrights.

CPP: We have a checklist for the shift trades.

Unifor: We don't actually do shift coverage from a training point of view. I think they're uncomfortable with it maybe.

CPP: I'm talking more than senior people are refusing shifts, and then the junior person is always stuck covering a Sunday night or whatever.

Unifor: The company has the option to look at the other shift trades[people].

CPP: We do have that option as well and we've been looking at that.

Unifor: What do you mean?

CPP: We can either reschedule people or have people work overtime, but if we're into having people work overtime then Warren, for example, could work an extra two nights or something. We had a pretty bad hiccup a couple months ago but one of the other shift trades covered part of it and we got through it, but it did speak to that policy about the junior person. Maybe we have a list that we rotate through.

Unifor: Is that what you're looking at?

CPP: Somewhat. basically E&I seems to handle it themselves. We do sometimes force people on over there but it almost never comes up, which is surprising because there are fewer electricians.

Unifor: What would the proposal look like? More of an E&I principle?

CPP: I know seniority is a core tenet, so we go through overtime equalization on shift coverage and if that doesn't work then we do reverse seniority. So there are options available. If someone says I really can't come and they take two floaters and then we go to next senior guy. I wanted to see where everyone was on discussing it as it's getting frustrating for those guys on the bottom.

Unifor: Maybe we should take it to the floor and table to a separate meeting to hash that out when we have more info.

CPP: Whether we dovetail into overtime equalization meeting or a separate meeting. We figured it out last time, but it would be beneficial to figure out why this is happening.

Unifor: Ok, that's fair.

7. Retirees on Area Shuts

Unifor: I think this was yours as well?

CPP: there are a few folks that have retired that are interested in working shutdowns and the contract doesn't allow that outside of the major shut. They aren't interested in becoming their own contractors with their own WCB coverage etc. In the contract it's page 19 section 58 in the orange. Company may hire temporary workers during the maintenance shutdown. There is some language in there about how we can do that. Now we aren't talking about gate hires that haven't worked here, we're talking retirees. The question would be, are you guys opposed to working the language a bit and using retirees for area shuts?

Unifor: We are not opposed. Basically, we should put together appropriate language to avoid the 29-day wonders. It would be great to bring some of those guys back.

CPP: I'll spit ball some language and bring that back to you guys. I was thinking I'd add in area shutdowns to the language and limit the number of days in a year.

Unifor: What about power boiler shutdown?

CPP: Yes, we could do that.

CPP: Would "scheduled maintenance outages" cover all of those things?

Unifor: If we're giving them a chance to come back, we would only be thinking scheduled stuff so we're very open to that.

CPP: I'll write something up and get it out to you guys.

8. First Aid Schedule

Unifor: Back in 2020 Megan put out some guidelines so we do follow the fibreline shift coverage. But because of our relief people we run into some creative scheduling sometimes. So she set out some guidelines that we were following. But sometimes it can be questioned a bit. So after having it questioned a number of times, we figured we should put the guidelines in front of standing committee. I reworded some of it and sent it to my crew, there was basically one major change and they all agreed upon it. Alissa and Megan have seen it. We wanted to get it approved and wanted it to be good forever, or until things may change later on. It caused a lot of arguing amongst us. The relief were getting bounced around a lot so part of it was setting it out, so the relief had some more foresight about their schedule. It wouldn't change back and forth.

CPP: Any familiarity I have is fibreline. The shift supervisors take care of themselves. I told them if I have to get involved they won't be happy. The shift supervisors fill out their vacation and they work it out amongst themselves. So that alleviates them arguing about who takes what. Having been a shift supervisor it's a lot easier working it out ourselves.

Unifor: That's pretty much how it works for us. First person puts their time in, then first coverage takes it, second person takes time off and second relief covers that shift.

CPP: The Fibreline doesn't have the reliefs though.

CPP: I mean supervisors. So they know a long ways in advance 90% of the time. Unless someone is sick or something comes up.

Unifor: That's where it comes into play.

CPP: That's where it would be you guys figuring it out amongst yourselves. When you have the 6-person rotation.

Unifor: Right.

CPP: What is the change?

Unifor: The way May comes, the most senior person takes time off and the senior relief covers, same with second senior and second relief. Then a 3rd person tries to take time off and it gets messy. What happened last summer, James was covering Dustin, Theresa was covering me, James had to go fight fires. Because of this shift now Theresa should get off of Marlene's shift and then Marlene's shift covered by overtime, so we just changed the language so that won't happen.

CPP: It's just complicated it.

Unifor: So that was complicating it when the first shift available was the way it was.

CPP: That shouldn't have been happening.

Unifor: Exactly, so that's what we fixed.

CPP: Ok I'm on board.

Unifor: We didn't want to move the relief people so much because we don't want to lose our reliefs. It gets too confusing.

CPP: Just so you're clear, that could open an issue with a senior person wanting time off and if the relief is busy then they'll have to take floaters.

Unifor: As long as it's always the same way, then it's not an issue.

Unifor: The idea here is that she's putting this forward for you guys to review.

CPP: We'll all review and get back to you.

9. WorkSafe Regulation Changes

Unifor: I'm sure you guys are aware of the changes.

CPP: Yes, we've been talking about it since last year.

Unifor: Do you know what classification we'll fall into?

CPP: We don't know off the top of our heads, Megan knew though. I know it was concerning in that we'd need a bunch of level 1 attendants. I know there's a plan, I think there's 1 and 1 or 1 and 2... I don't think we have it figured out quite yet. At the moment we don't know. A whole bunch of electricians are level 1 but those are expiring, also I didn't need them all trained but I just did it. But then we stopped opening cabinets, so we didn't need as many. I know Alissa and Megan have been looking into it. We don't know what it looks like right now.

Unifor: With more than 200 people on dayshift, we need two advanced first aiders.

CPP: I can't remember what the exact wording was. We would be talking about our proverbial behinds if we start talking about it here. Maybe we push this forward two months?

Unifor: Our concern is we want to make sure before the deadline we have a plan and know what it looks like.

CPP: It's a government regulation and we will have to meet that.

Unifor: It's just a little unsettling from our department.

CPP: Again, we aren't sure how we're going to solve it. We need to go down a road that works. Everyone knows adding 20 people just for this isn't tenable.

Unifor: I just wanted to start talking about it.

10. Vibration Group

Unifor: The question is where to put them?

CPP: We are handling the pipefitters in there the same as we treated millwrights in there. They are the same. We haven't changed anything other than turning one millwright [position] into a pipefitter [position]. We're trying to hire a pipefitter right now. We still utilize those guys in that trade. The millwright in there is only on the call list for vibe calls but occasionally he'll do millwright work. We treat them as their primary trade in that way. The balance is around total numbers. So when it was all millwrights we ran a bigger millwright

crew, and now it's pipefitters so the pipefitter crew is going to be slightly bigger. Those numbers will be higher than they've historically been.

Unifor: How many more?

CPP: I'd have to figure out how many more we have right now. It's juggling to stay at maximum number of tradespeople and balancing what we need.

Unifor: That makes sense. We've got the sprinkler guy, FRP guy, so forth.

CPP: We just try to balance to make sure we have enough trades that we need. But yes, they count for time off in that trade.

11. Bid Postings

Unifor: Department seniority. Talked a fair bit as individuals as well as with Alex.

CPP: So how about this. The company agrees that moving forward, if two people have the same department seniority date, it will then go by mill seniority.

Unifor: So as of what date?

CPP: Today? We aren't looking to go back.

CPP: There are a couple in this situation right now.

Unifor: There's the instrument one.

CPP: There's a stores one, too.

Unifor: We haven't had a chance to look into it. We weren't thinking monetary changes for any of these people.

CPP: There would be a money difference in stores. We used name not date in stores. She didn't realize because she was physically in stores first. That posting was for two people, so they had the same date. Same with the instrument guys.

Unifor: Probably more to do with holidays for them. In the future too with shift.

CPP: Production labourer could also be the same situation. They all came out of the labour pool. It depends on how you want to dig. If they came inside and were trained as a grader and missed out on grader overtime... it depends on how people want to think about it.

Unifor: We'd like to consider going back to December standing committee meeting. I don't think there was a lot since then. We don't think there's a monetary value. John is going to look at it in depth.

CPP: Ok let's take a look at that.

Unifor: We didn't want it to be messy.

CPP: We need to talk about it because everyone has booked holidays and how big of a can of worms that'll be.

