

# K

Standing Committee Meeting - #425

December 28, 2005

2:30 – 3:15pm

Administration Board Room

Present: D Hardman, C Esplen, S Bird, K Carter, S Yaffe, B Ruether, B Steele, B Bush, B Harvey

## 1. **Contracting Manwatch Steam Plant**

Union: The Company contracted the work of manwatch and did not make an effort to cover this work in the mill.

Company: There is no obligation to find coverage for this work in our agreement. The supervisor checked with the fibrelines on shift and the department employees did not want the work so it was contracted. The employees were disciplined and that is also on the agenda.

## 2. **Seniority – Instrument Shop Training**

Union: The union felt that training a junior instrument mechanic was out of the line of seniority.

Company: The employee was working in the controls area and would have an opportunity to actually use the training right away. There was no requirement to train by seniority in this instance. This was not a one time training opportunity and others would be given this training over time.

## 3. **Russ Young et al Grievance**

Union: The Company disciplined the steam plant employees for refusing to do the manwatch work in the steam plant. No one refused the work. The employees only stated that they felt they were untrained.

The training procedure is now available on traccess and was not there in the past.

The discipline for B Harvey in this incident was dropped with no explanation.

Company: The discipline was dropped as the supervisor could not remember talking to B Harvey. The supervisor and the department manager will discuss this further in the New Year.

#### **4. Scaffold Inspections**

Union: This work is normally done by bargaining unit employees. There is a skill and tools required for this work.

Company: The engineers and supervisors are also trained to certify that a scaffold is safe to use. No tools are required and this work has been done by contractors and supervisors in the past. The Company does not have a problem with training other bargaining unit employees on this work, but not just carpenters.

#### **5. EFAP Training**

Union: The committee members are asking when training will be held for these members.

Company: This is not a Standing Committee issue. If the committee has a need for training then it should be brought up at an EFAP committee meeting.

#### **6. Crane Safety**

Union: The union asked for clarification of the new crane operator training program at Cariboo. The union offered that the operating engineers have a training academy in Maple Ridge that may improve our training program.

Company: The training program developed at Cariboo meets the Worksafe BC guidelines and has been discussed with them and a consultant. We are confident that this training program will develop a competent operator. This training is very much improved over what we used in the past for this job.

The Company will look at the Operating Engineers training to see if it would be beneficial for our training program.

---

Ben Ruether

---

Charlie Esplen

Union Representative

Company Representative