



## **Standing Committee Meeting Minutes**

**April 30 and May 8, 2014 2:30 to 4:30 pm Administration Board Room**

Present:

Dave Needham, Reg Meisner, Ben Ruether, Doug Carey, Dan Wilson, Brian Bush, Tony Christy, Nicole Davis

Follow up from last meeting:

1. #14-02 John Massong, unjust discipline – Leaving before the end of his shift

CEP – After further thought, has the decision changed?

CPP – The information presented to the company at the last meeting does not change the discipline. Discipline stands.

2. Light duty forms

CEP – Changes made to the light duty form were not agreed to. Union will look further into concern around the light duty form being used to provide information for accommodations as well. Union asks company to stop using this form until a revised form has been agreed upon.

CPP – The Company has the right to the information currently requested on the light duty form. This information is important in being able to make appropriate decisions for return to work. Current collective agreement (2012-2017) language reads the light duty form must be “similar to attached form,” this is different from the previous collective agreement (1997-2003) where it read “attached form”. Current version of the light duty form will remain in use.

3. Accommodations Policy

CEP – Please provide us a copy of your accommodation policy.

CPP – We do not currently have an accommodation policy. Heather and Nicole are the point people for all accommodations. Accommodations are

dealt with in a consistent manner with respect to BC Human Rights Code. A manager's guide to reasonable accommodations is available on the government of BC website.

4. Evan McLeash release date to steam plant

CPP – Evan's first day is Monday, May 12, 2014.

5. Production Day Labourer job posting language

CEP – Language in recent posting is still incorrect.

CPP – Dan Wilson presented a revised draft. The Union confirmed that the language has now been corrected, as requested. This language will be used for future postings.

6. G2 payment language clarification

CPP – The Company will not negotiate a side deal for pay increase.

New Items:

1. Union requests copies of the following company policies:

- a. Harassment Policy
- b. Drug & Alcohol Policy
- c. Attendance Policy

CPP – Harassment Policy provided. Also available to any employee on traccess. Drug and Alcohol Policy provided. West Fraser is currently reviewing this policy and will revise for 2014. Company does not currently have an attendance policy. Does the union think we should have one?

CEP – Union just wanted to know the company's position on attendance policy.

2. Union requests copies of Mill and Department Seniority lists

CPP – Copies were provided.

3. Date for pension seminar

CEP – What are the dates for this year's pension seminar? We would also like to arrange for union reps to attend in order to better support our members.

CPP – Leona is currently arranging dates. Dave will speak with Ben to arrange union attendance.

4. Grievance #14-06 Unjust discipline

CEP – Are helpers responsible for hanging green hold locks? The current practice is for the last tradesman of a group who is removing personal locks to hang a green hold lock if it's required. If this discipline stands, then the company needs to review the lock out procedures. It needs to be clear whose responsibility it is to hang department hold locks. We need to improve employee awareness of the correct procedure.

CPP – Each safety violation is looked at on its own circumstances. For the situation in reference, the discipline stands as both tradesmen completed the job at the same time and are both responsible to leave the equipment with uncompleted work secured with a hold lock. This month's safety topic is lock-outs and the lock out procedure will be reviewed with the crews.

5. Shutdown scheduled in Prime time discussions:

CEP – What we believe would be the best adjustment for scheduling shutdown during prime time would be to award what we call "Cariboo Floaters" to members who have restricted time off. Allotment would be based on crew numbers and restricted days.

CPP – Cariboo will not be providing floaters as an award.

CEP – Our fallback position is two ideas:

1. Extend prime time period by one month (since Sept is not prime time and to allow for rescheduling of vacations) for maintenance department.
2. Operations is requesting normal time off, at prime time numbers, be approved during shut down as crews will be doubled up. Extending the period will not help.

CPP – Operations manning for major shut downs is usually tight and having enough operators during shut down is essential, therefore the vacation book will remain closed in Operations for one week. Prime time period for 2014 will not be extended. Operations employees are assured to receive their two weeks off during prime time. Maintenance will increase the allotment of employees allowed off for two weeks following prime time to 25%. The company will also consider extenuating circumstances as per usual practice.

CEP – The union disagrees with this decision.

6. Grievance – Limed Vehicles

CEP – It was reported on Tuesday April 8, 2014 that the lime unloading line had a hole in it, and that same day a Work Order was submitted. By Saturday, the repair had not been made and at least 6 lime trucks were unloaded exposing the mill and our property to damage. How can this be considered responsible in light of the company's position to personal vehicle damage in the parking lot? This should be a high priority issue. We understand a work order can be lost, but someone needs to make the call, get up there and fix it. How does the company respond to this?

CPP – It was not given the proper priority. In the future, any identified lime silo leaks on the unloading system will be repaired before further unloading commences.

7. Who's responsibility are rotation checks?

CEP – There is confusion in the mill around who is responsible for rotation checks. Is it Millwrights or Operators?

CPP – It is the Operator's responsibility to complete the rotation check. If he is unsure, he should ask for assistance.

8. Steam plant manning

CEP – Is the company planning on reducing the two additional Shift Utilities positions through attrition?

CPP – These positions were added to enable the crew to catch up on training and are still required at this time; both positions will be filled. They will be reduced in the future through attrition.

Signature on File

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Ben Ruether  
Union Representative

Signature on File

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Nicole Davis  
Company Representative