

## Standing Committee Meeting Minutes

December 11, 2023 at 3:00 PM Admin Boardroom

Present: Alexandra Carter, Scott Fairless, Darcy Lanes, Naminder Sharma, Angelo Sia, Marlene Higgins, Marc Gosselin

### 1. Grievance 23-10 First Aid Gas Testing

Unifor: First and foremost, the gas testing wasn't on the Notice of Intent to Contract. What was on there was tank watch and spark watch but not gas testing. We, Cariboo Pulp and local 1115, have spent an enormous amount of money determining whose job gas testing is. Job evaluation showed gas testing is First Aid's responsibility, plus the arbitration that concluded in September. That being said, we kind of thought there would have been some opportunities at the shutdown for the power boiler. It wasn't on the notice and our members weren't given an opportunity for the work. If we go back far enough, it was only our first aiders doing gas testing. Then it was determined that IDL would do it. What happened when they were first coming was that IDL only did certain departments. I understand during shuts there can be a lot of gas testing and that's your right to hire that out. That being said, there are different ways of looking at things so I'm going to ask that we have a different look at how we are contracting out gas testing when we do area shuts and major shuts. So that's why this on the agenda.

CPP: What are you actually grieving? Failure to Notify?

Unifor: It's not on the notice.

CPP: It was discussed in the meeting. Everything with going into the hole is assumed.

Unifor: It was on others.

CPP: Sometimes it's on the notice, sometimes it's not on there. We aren't consistent on any part of it. That one was discussed in the meeting though. We covered everything required for notification of intent to contract. No failure to notify and no violation of the contract.

Unifor: Not disputing that. My understanding it wasn't on the notice and wasn't discussed. And the second part is how we can better utilize the First Aiders.

CPP: That conversation is ongoing. Generally during the shutdowns, we want First Aiders available to be doing safety and first aid at the front gate. There's also an overtime component for that. We won't schedule it on overtime if we have people available for straight time.

Unifor: What about if we have a contractor onsite and they have IDL there for an entire job, is there any opportunity for us to do gas testing?

CPP: It depends if it would have to be overtime or not, there's a cost implication there. It has to be a business decision.

Unifor: Anything else on that one? We're going to wait until T.C is able to join us for the other grievances listed, I'll pass them along to him for the next meeting.

### 2. Shutdown Schedule

Unifor: What is the start and end of the shut and schedule?

CPP: Interestingly that you should ask because... as of this morning, the dates of this shutdown will be sometime in the fall.

Unifor: Are we allowed to know why?

CPP: I'm not prepared on exact dates. This is new as of this morning, not something I've been kicking around, but our preference right now is middle of October for various reasons. Because this is so new we have workgroups looking at what 18 months look like. We'll be able to do it, but they've been working on this since 10:30 this morning. Our preference is mid-October, but it could be mid-September until end of October.

Unifor: How will that line up with the power boiler shut?

CPP: That is something we are working on. We need to look into it.

CPP: That wasn't what you were expecting, hey?

Unifor: No!

Unifor: Why the change?

CPP: Our owners asked us to. Mercer has run into some stuff with our markets and everything so the partnership decided it would be best for the joint venture if we could move it out and give a better picture of what next year looks like. Forecasts look promising. We know what kind of shape the world is in. So that's really all it is. The partners are getting more certainty. That isn't anything aside from moving it. Fibre and all those things are fine. The plan right now is to run and we're talking about running faster. This is purely about cash flow. The assets, the money-making is all in place. When you have to write a \$20M cheque it's worth considering.

Unifor: You'll let us know when you know more, then.

### 3. Mill Call-in Lists

Unifor: As you're all aware, there was a new and young worker and new to department in the Steam Plant recently. What can we do to make sure we have the resources and we're pooling from the right resources? In 2012 there was a proposal for a non-operational overtime list. Anyhow, what we determined was there are sometimes opportunities in different departments, but where we start calling from is where the difference in thinking happens. We look at calling the most senior people, which can be highlighted by that event. I think it's worth looking at this again and how we would do that and make sure we're opening up resources we currently have to facilitate urgent issues that come up. So how we proposed it was the fibreline only and classified as non-operational. For example, if there's 4 feet of stock to move and you only have 2 guys... the other example was, Scott you might remember, there was a lot of snow and the tracks had to be blown out so they called the mill seniority list to get people in. So for us, we feel that is a good opportunity to better utilize the resources we have to help in any kind of situation like that.

CPP: How does that work now? The last time we called someone in?

CPP: We called the production labourers. I'm not opposed to talking about this, but I want to talk about this with my group as well. Do you have a document? I don't have an issue with calling from the top based on what you're saying, but it's something I want to spend time with myself, I want some sort of way to categorize or standardize where we start calling interdepartmentally. The clarifier thing was an environmental emergency for lack of a better word. We had to man it. It was an unusual situation. It could've gone better. But just the structure around it and when we go to this. We're asking for a certain level of risk when we do this, so it needs some thought.

CPP: I need a favour. I think all union members should be consulted. I'm not against it but I have feedback that some members aren't in favour of this.

CPP: This shouldn't be an everyday thing, but if we're in a situation where we need to do something and people are capable we should figure out a plan.

Unifor: I'd like to highlight non-operational. You're right that it's not coming in for a field engineer role.

CPP: We should consult people and we can talk more about it.

#### 4. Seniority for Apprenticeships

Unifor: We're wondering when this happens. A few things, but let's start with that. When we have two apprenticeships. So for example L.G and J.D, there were two apprenticeships at the same time. When does their department seniority start?

CPP: It'll be the day after the posting comes down.

Unifor: And after that?

CPP: Last name. D for Dyer.

Unifor: So if there's a layoff, and they both want to stay in the department, who has the most seniority?

CPP: It would go by last name next. But the layoff situation is a little different. Sometimes mill seniority comes into play, for example if there's another Instrument Mechanic in a different department.

Unifor: There are 4 apprenticeships up right now? Based on that, whenever those are put up that the qualified candidates, is there a possibility we could come up with a plan for release dates? I say that because, and I'm not blaming anybody, it was a little bit on the longer side last time... so if there's a plan?

CPP: Yes and no. There are 4 because I talked with these two [Scott and Naminder] and there was staffing and training issues, and we never know where they'll come from. There are a few people applying from stores... so we do the best we can. We have to make sure we're staffed and trained. Once we know the names then we figure out how we can juggle people around in a timely fashion.

Unifor: I know it'll change depending on who gets it. Maybe the next meeting.

CPP: It's our number 1 priority. It's a lot easier if it's a utility than a head operator. We do our best to do it.

Unifor: It's nice to take that to the successful candidates. It's hard to say we don't know. If we could say we're looking at something, not hard and fast days...

CPP: When we look at stuff today and go back a year ago, things are more predictable than they were in the past. So we can probably do a better job of giving ball parks. Communication is a big part of that. Even communication about us not having a clue in the past was accurate.

CPP: We can share our idea but we can't have something firm It just depends on who gets it.

#### 5. Temporary Accommodation

Unifor: This is a statement about E.S, let me know if you disagree. Unifor 1115 and CPP have agreed on a temporary accommodation for E.S as a day Production Labourer staying in chip screens. The intent of this is to allow E.S to attend family matters. We have agreed E.S can be trained on a few other jobs to assist with short manning levels in the area but would not create another job for him. We have also agreed that if at some time he decides to follow the line of progression he will be able to do so in accordance with seniority. He cannot use his seniority to move into a sub department: Bleach Plant, Machine Room or Warehouse. Both CPP and local 1115 have agreed that either party can end the temporary accommodation at any time.

CPP: Close enough.

#### 6. Steam Plant Job Opening

CPP: There are two job openings right now. I conveyed that if there is someone willing to work in Steam Plant, they can come talk to me. Job posting wording can intimidate people.

Unifor: I did hear that you would be interested in taking people that weren't actively engaged.

CPP: There will be terms and conditions.

Unifor: First it would be based on the postings and the wording of postings.

CPP: They should be willing to work toward their ticket. We will help them. If they are afraid or have doubts, they can talk to me.

CPP: How is it worded right now?

Unifor: It's worded right now as per the collective agreement. I'm sure we can do something around that.

CPP: We have a few days left, if you could help me out on that maybe we can get some names.

Unifor: Ok I'll think on that. I think that's a good idea.