

Standing Committee Meeting Minutes

Monday, April 29, 2024 at 2:30 pm in the Admin Boardroom

Present: Scott Fairless, Alexandra Carter, Naminder Sharma, John Hagley, Angelo Sia, Warren Dagenais, Tyler Coleman, Wade Price

1. Black Out Dates in September and October

Unifor: September and October black out dates. We realize that the Company uses this time to do the shutdown, but it seems like it's lengthy. We're wondering if there are opportunities for members to take time off that have extenuating circumstances.

CPP: It's a big shutdown. We have maintenance for 12 days.

Unifor: We're under the understanding that there are two blackouts. One is power boiler shutdown maybe? That's our concern. They have plans during that time. We're wondering... we understand there needs to be maintenance but maybe there is some wiggle room.

CPP: This upcoming TA is important and we have big list.

Unifor: One of the big items we get is the hunters. Guys put in draws, and it's a lottery-based system and they might not get it off. So, if someone had a draw and they're trying to do sustenance hunting, is there any leniency to something like that or similar?

CPP: Let's no solve it right now but we'll say this. In the middle of the 12 days... the start and end are very busy. There could be wiggle room. We would want to approach that when the time is closer unfortunately. And I would want to know who gets the priority. We can't run with less than a full complement on the mill site. I'm ok meeting part way but we still need everyone here.

Unifor: But you're saying 12 days but the blackout is 3 or 4 weeks?

CPP: The fibreline isn't blocked out but I'm not sure what maintenance is. I can only speak for operations.

Unifor: Maybe we can talk more with Darcy about that then. I don't think we are asking for them to be opened right up. But maybe there is some wiggle room.

CPP: I have no doubt that we are willing to work with people, but I can't speak for Darcy's group. And the superintendents are just starting to finalize the work being done. It's just how the maintenance is being laid out that would be the big question. But there's always room to talk about it. But please put some thought into it. Typically its by seniority. You'd think it should be something already booked, or a draw already put in. Then we start talking about sustenance... but at the end we need a full complement of operators here too.

CPP: With experience I can guess there is a lot of prep work going on.

2. Members Not Called in for March ASD

Table for Darcy's return

3. Taking Unpaid Leave

Unifor: This comes from the conversations we've had lately regarding timecards and things like that. It was very clear from them that the members were expected to use some form of time off to attend an appointment. It was my understanding it was a company policy.

CPP: I'm not sure that it's written down as a policy, but I do know that it has been a long-standing past practice for employees to use up their paid time off before taking unpaid leave of absence.

Unifor: I don't think it's a past practice, I've been able to take unpaid leave for appointments.

Unifor: Yes I would just get paid 8 hours for a 9 hour day.

CPP: It sounds like some supervisors were doing it differently in the past then...

Unifor: We're asking for the opportunity to be able to use unpaid time off for doctors appointments. It's only going to happen a couple times a year. Unpaid leave I won't notice on my pay cheque. I like to use my banked time for time with my family because I earned it by being away from my family.

CPP: It's something we'll have to discuss more as a group.

Unifor: If there is a policy, can we look at it and discuss it?

CPP: I don't know if one exists, I did take a look and didn't find anything. I will take another look.

4. Fiberglass Position

Unifor: Maybe we should table this one for Darcy as well.

CPP: Are you wondering what the plan is for the fibreglasser?

Unifor: Moreso the plan around pipefitters. We basically have four pipefitters doing specialty jobs right now. Those are typically millwrights but now they're pipefitters so that's four less guys.

CPP: We are trying to hire another pipefitter at the moment.

CPP: Plus there is the new apprentice. Isn't that a position you have to bid into?

Unifor: it's an appointed job right now. It's typically a millwright job because of rotating equipment. We can say we're interested and then management makes the decision.

Unifor: We'll table that for Darcy.

5. WI/WCB Vacation Expiring

CPP: So we have Bonnie G, Michele C, Larry S, and Dale R. Larry for sure had his paid out.

Unifor: That's vacation too?

CPP: Yes that language in the collective agreement covers people who have been off for more than 6 months on WI or WCB and allows them to decide if they want to have their time paid out or if they want to carry it over into the following contract year for another 6 months.

Unifor: So Larry is the only one getting paid out?

CPP: I'm not sure on the rest of them, I just know he was getting paid out.

6. Vacation Summer Coverage

Unifor: It's our understanding you've hired summer students?

CPP: They start on Wednesday.

Unifor: Will there be enough coverage for our members to take their minimum of two weeks of prime time?

CPP: You know that is always the goal. Gray area question, gray area answer. We'll have 4 production labourers on every crew.

Unifor: So 4 off at a time?

CPP: That's always my plan. Things are always looking better. We're still up against the training thing... we've had a few production labourers go to chip tester and stores which worked out well for them but set us back in training. We have 4 summer students coming to chip screens. All the existing people out there will come inside.

Unifor: The supervisors know about how to award time off?

CPP: Yes, they're already going through it.

Unifor: I'm just asking because the production labourers...

CPP: The deal from last year stands.

Unifor: How's the steam plant looking?

CPP: We have another offer out and are at 35 right now, but training is the important thing.

Unifor: You said you have 35?

CPP: Yes, we aim for 36. There are a few gaps. Aidan left there.

CPP: You guys know Aidan bid into dayshift too?

Unifor: He hadn't been released yet I thought.

CPP: He was almost completely trained up and now he's been released to dayshift trackman. We have another hole, but Steve V went out there.

Unifor: Those production labourers went to the steam plant too?

CPP: Yes, they did. Just for this group, Aidan did not complete his ticket. Just in case he bids on the steam plant again.

Unifor: We can table maintenance manning for Darcy.

7. Doctors' Sick Notes

Unifor: It's been a few years since we had the 5 paid sick days. Is it still WF policy employees provide a sick note?

CPP: Yes that policy is still standing.

Unifor: Some members have indicated it's difficult to get a doctors note in a timely fashion. We're wondering if the company has any other suggestions on how to get a doctors note in a timelier fashion with less burden.

CPP: Quite a few people here have had luck getting notes from online doctors through services like, I think it's called Telus Health. You call and they connect you with a doctor anywhere in Canada. That seems to work well.

Unifor: Is there a way you could pass that information along?

CPP: Yes, I can find that information and let you know.

CPP: There's a phone number you can call as well and get the first available appointment.

Unifor: It's also a burden on the medical system. The intent was to ease the medical system. So how we can educate our members on easier ways of doing this.

CPP: I'll send you what links I can find for that.

8. Shift Trades Coverage

Tabled for Darcy's return