



## **Standing Committee Meeting Minutes**

**March 7, 2016 3:00 to 4:05pm** Administration Board Room

Present: Ben Ruether, Glen Barker, Christian Lebel, Angelo Sia, Lucky Thapar, Dan Wilson, Andrew Generous, Brooke Backlund

Follow up:

### **1. Seniority lists.**

CPP – Leona has corrected most of the errors. Here is a current print out of where she is at. She will email you the formal copy when she is done, which should be soon.

Unifor – We think there might be a problem with email user mailing lists not getting updated, which affects this. No one actively maintains this system. We will have to think about this because it isn't working the way it is.

CPP – New users are added to lists when their accounts are set up. We don't currently actively seek out updating email lists.

### **2. Grievance 15-56, Norm Mazey.**

Unifor – We just wanted to ask if he trained on the man lift/scissor lift?

CPP – We didn't realize this was a follow up item. We will look into it and get back to you.

New items and grievances:

### **3. Grievance 16-01 – Unjust discipline, Uwe Dietrich.**

Unifor – Uwe was acting as an oiler that day. In that job, your responsibility is to check and look at equipment. When he was cleaning off the shaft to see what was going on, he got into a pinch point and hurt himself. We feel that the discipline is unjust. I argued about the culture in

the steam plant and how a new employee like Uwe was mentored, and that is still a valid argument. I want to convey to the company that I think he wasn't stepping out of what would be accepted as an oiler. You are expected to do it safely, and he did fail on that aspect, there's no doubt about it.

CPP – Uwe was working on an energized piece of equipment without locking it out.

Unifor – Oilers always work on live equipment.

CPP – It is a very dissimilar situation to what an oiler would work on. If you are putting your hand into an energized piece of equipment where there's a potential for motion, you are setting yourself up for impact.

Unifor – What about opening up a guard to look inside?

CPP – It's an inspection point and you are looking inside, but you don't open the guard and stick your hand inside.

Unifor – Okay.

#### **4. Grievance 16-02 – Failure to notify, staging scaffolding.**

CPP – The notice was not entered until after the work was completed. We accept the offer to settle this for \$500 without prejudice or precedence.

Unifor – We will accept that.

#### **5. Grievance 16-03 – Failure to notify, blow tank roof paint.**

CPP – This job was too big for mill crews, but a notice was not submitted in a timely manner. We offer to settle this for \$500 without prejudice or precedence.

Unifor – The union will accept that.

#### **6. Grievance 16-04 – Failure to notify, mud pond cleaning.**

CPP – The original notice did not specify more than one cleaning would be required by the contractor; therefore, we offered to settle.

Unifor – We will accept the offer of \$500 without prejudice or precedence.

#### **7. Grievance 16-05 – Garage cleaning.**

Unifor – We will accept the offer of \$500 without prejudice or precedence.

**8. Grievance 16-06 – Failure to notify, AC unit in SS office.**

CPP – We didn't have sufficient time to prepare for this, so we can listen to your concerns today.

Unifor – For refrigeration problems or leaks, you need to call mill crews first. Kyle went straight to the contractor. There was no notification until after the work started.

CPP – He marked it as an emergency.

Unifor – He did so without giving the mill crews a chance or even talking to anyone about it. You are supposed to utilize mill resources first (according to the blanket notice for A/C repairs), and then tell someone you are doing the contracting out, if necessary. I don't think that happened before we started grieving this. I believe Kyle had the impression it was scheduled for replacement in the shutdown.

CPP – The compressor was the problem in the past, so I understand that he assumed it was again and therefore called them in knowing CPP could not do the repair.

Unifor – I don't think it was the compressor in the end. I think the belts were loose and it was iced up, so it wasn't moving air.

CPP – We will find out more information and follow-up.

**9. Grievance 16-07 – Unjust discipline, Larry McMann.**

Unifor – Larry was disciplined for pushing over the wall. He has a good record. Pushing over the wall can be hard to avoid, especially when they ramp the pile. We are saying the discipline is unjust for Larry.

CPP – We feel this discipline was just. Ten pushes over in a row is excessive. The guys have to be more aware. Ten pushes is not just a missed blade full, it is someone who is not keeping an eye on his surroundings.

Unifor – Okay. I know Larry had expressed that monitors were quite helpful. Where is the company with that? The monitor wasn't working when Larry pushed over.

CPP – At the time, we had a glitch around #2 reclaim where the wireless wasn't strong enough to get a signal. Currently we have four tablets in the three CATs and the Volvo loader. The monitors are a great supplemental tool that allows the guys to see how close to the wall they are.

## **10. Grievance 16-08 – Failure to notify, weekly notice for mud pond cleaning.**

Unifor – Weekly notice for cleaning mud ponds is not acceptable and will not be moving forward. This is a grievance that is building as time goes on. We want to make very clear why the Local feels it's not acceptable. Notice provides an explanation as to what a contractor is going to do coming on site. For an example, let's say a contractor is going to build scaffolding in an area of the mill, and if we see Ski-Hi in the area that all makes sense. If all Fresno ever did was clean the mud pond on site, it would be more acceptable. However, that isn't the case; they are a general purpose contractor. Every time they come in, it is a separate and distinct job. Mr. Osmond said that their schedule can vary depending on the process. It is not regular in that way. Our third point is that the argument that we aren't equipped for the work is false. You can tie a breathing air bottle onto anything, and the excavator can run in there just like a loader. Their people are no different from our people, and we can't expose our contractors to anything more than our members would be allowed. Our members want to do the work, and I still don't understand why we aren't addressing that on a more progressive basis.

CPP – We are actively working on this.

## **11. Locker room asbestos exposure issue.**

Unifor – We understand there are techniques available to screen asbestos. We are asking the company to notify all the employees who may have used the locker room of the situation so they can be informed, and also note exposure with a WorkSafe registry.

CPP – Since this wasn't on the agenda, we didn't have the right people at the meeting to have a meaningful discussion and suggest the correct venue for this topic is the Joint Occupational Health & Safety committee.

## **12. Status of time off for pre-wage.**

Unifor – Christian and Angelo have been granted time off. Cam, Glen and Ben are still pending. We need to know by Friday, March 11<sup>th</sup>. We would appreciate an answer by that time; otherwise, we will have to go to expedited arbitration to get it resolved. We can't miss this major event.

CPP – We need to verify what we have planned, who is doing what, and that we can cover all the work that we need to get done. We have a few people working on checking that and then we will respond.

### **13. Ed Sankey's pay out.**

Unifor – Where are we at with making him whole, and do we need to do anything more?

CPP – This wasn't on the agenda and so we weren't prepared for this and will have to get back to you.

### **14. Marty Sportak accommodation update.**

Unifor – Have any decisions been made on this today?

CPP – We are still looking at that.

### **15. Company car wash.**

Unifor – We are coming into summer so we wanted to check in. Last year the car wash had some issues that needed to be addressed.

CPP – Shayne is getting ready to do maintenance on it. He is just waiting to see if the weather will cool down again before starting the system up.

### **16. Steam plant redesign.**

Unifor – Is there any truth to the steam plant going through a redesign? Some people think there will be a different structure.

CPP – It is not a redesign. We are looking at asking guys to go on jobs for more than one shift at a time.

Unifor – The rumor is that the most junior guy would be on spouts permanently.

CPP – There will be the four junior guys (field engineers and shift utilities) rotating through spouts and the rest of the job. We are trying to keep some continuity so the maintenance workers and area coordinators will have the same people to work with. They will rotate guys out of spouts a couple of days at a time. It won't ever be perfect, and depends on manning.

Unifor – How will you only rotate the two shift utilities and junior field engineers into that job? How does this affect call-ins and availability rules?

CPP – They all are going to rotate through all the field engineer jobs, and the junior guys will be doing spouts more than the three senior guys on shift.

Unifor – The senior guys will have to do spouts too?

CPP – Yes, if they decide to come in on overtime and be scheduled for it.

Unifor – Is this still in the planning stage?

CPP – Yes, we have talked to three of the crews.

Unifor – I would recommend we form a committee to work through it with a member of each crew and a member of the standing committee. Can we do that somehow?

CPP – We can think about communicating more.

Unifor – We have used this method in the past and come to a successful agreement. Please check into that.

#### **17. Local medical travel.**

Unifor – Heather answered this well for us, and said it is beyond our current plan. We will have to address this in negotiations.

#### **18. Posting bids.**

Unifor – Any chance the company can have the bids close at the same time, all the time?

CPP – We post them as early as we can and keep them open for two weeks. The hour which the bids close will vary as a result.

#### **19. Audiometric tickets.**

Unifor – Who should have training on this, and who shouldn't? Craig said he wasn't going to let senior people renew their ticket. The two senior guys should have right of first refusal and be offered the right to have that training.

CPP – This wasn't on the agenda and so we aren't prepared for this and therefore can't comment. Please send items in advance so we can put them on the agenda.

#### **20. Overtime equalization year-end review.**

CPP – I (Andrew) would like to have our year-end review separate from this meeting.

Unifor – Okay. Can you send me (Ben) the cut off from year-end 2014 to year-end 2015. We can meet and look at it. It is probably pretty good right now, but we should do it at year-end all the time.

CPP – Yes, I want to establish that we are all on the same page. I have some comments to share that I think would potentially help and improve things long term. I will send a request through for later this week to see what time works for you.

Unifor – Great, okay.

Signature on File

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Ben Ruether  
Union Representative

Signature on File

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Brooke Backlund  
Company Representative