

Standing Committee Meeting Minutes

Tuesday, June 18, 2024 at 2:30 pm in Admin Boardroom

Present: Alexandra C, Darcy L, Naminder S, Wade P, John H, Tyler C, Angelo S

1. Retirees/Temporary Workers

Unifor: We talked last time about some language, do you have anything to share?

CPP: I don't have it with me, but it's basically what we talked about last time. I have to vet it on my side. But basically we have a section on temporary workers in the orange pages so I copied a bunch of that and put "retirees" instead of "temporary workers", and changed "major maintenance shutdowns" to "scheduled maintenance shutdown". I also edited the 25 days part. We're kicking it around on our side, so we don't have any more for this meeting.

Unifor: Ok.

2. Unpaid Leave

Unifor: We talked about this last time. We sent a proposal and talked about it. Last time it sounded like there might be some opportunities in assisting our members in appointments during the day. Scott was wondering how this would look. Just the bare bones would be a max of 2 hours. I know you talked about guys playing hockey in the mornings. This would be for attending appointments during the day Monday to Friday, it would be something we could look at, it would be an individual basis. Paid or unpaid so it's up to that member. We feel it wouldn't be a major undue hardship for the company, but we feel it would help our members better balance their appointments.

CPP: I like the proposal, I'll let Alex respond. We talked a little about it.

CPP: Yes, as we discussed we have to talk to Mike about it and he's currently away right now.

3. Department Seniority Dates

Unifor: we talked about making multiple bids and using mill seniority. John Hagley put some work into going back to 2017. We talked about it not being a big deal in the past. There were a few but we aren't interested in going back that far. The timeline for us would be going back to 2022-23 which is Levi G and James D. If we transport back to there, moving forward from there. There's no monetary cost to the company and as laid out in the proposal. Scott had talked about in the production department how it could create issues on training. From our point of view it doesn't look like that would be an issue. Crews are trained according to crew availability anyway. So we don't think that would be an issue. We wouldn't be looking at anybody losing out.

CPP: I don't think we're interested in going that far back but I did notice on your list that there were some questionable dates like the stores ones, so we're definitely going to look into that and see if we can straighten it out. Some were different because UKG spits that report out and if two people have the same seniority date then it just goes with their employee number next.

Unifor: If it's going by employee number then it's still not spitting it out correctly. There were at least 6 or 7 that weren't following any rules.

CPP: That would be what I saw too. We need to dig into that.

Unifor: We didn't go into more errors found. This was just based on the posting. I was trying to keep to one task and that'll be my next task. It's unfortunate that you're not interested in going back that far, can you tell us what the reason behind that is?

CPP: That is because it would be messy to change that all around. It would cause confusion to change people's seniority on them, and it could mess up vacation as well. You look at Glover and Dyer for example, their vacation was probably already entered based on their current seniority.

Unifor: So for us, you've admitted it's not the same for every single one. And there are errors. It's extremely important to us to know where they are. We know there has been a lot of movement. We need to make sure this doesn't continue. I apologize for using that word, a mess, but that is what it is. Be that as it may, wrong is wrong. We do not have consistency and we need to make sure that's a priority. We need to go back to that date because that's when it started.

CPP: We can check on these things.

Unifor: We don't want it checked. We want to have agreement on when we are doing this. We need to agree to clean up. There is no consistency one way or another going back that far. Someone is going to be upset no matter what. We will leave that with you again and stress that aspect of it.

4. Employees Working in Different Departments

Unifor: I didn't add this in, but a couple things that were out there that we didn't get answers on. When the production labourer was working in your department, we sent some options across the table. You said you'd been working on a plan for that. Can you shine some light on what ideas you have?

CPP: You mean tickets?

Unifor: No, when you had the labourer in cleaning in the effluent clarifier.

CPP: We got some language from Hinton that we could share next time. There was good input and feedback in that document. We haven't done work to make it an official document for our mill, but hopefully next time. It's a good reminder, it was very simple and it captures what people and supervisors should be aware of. So basically one of our sister mills had a good practice and we'd like to adopt it.

Unifor: From Hinton. A practice. Ok.

5. Sick Notes

Unifor: We talked a few meetings ago and about the online Telus sick notes. We had posted that information on some social media and I had asked for you to somehow inform our members.

CPP: I could post something on the bulletin board out front.

Unifor: it could be a good addition to one of the toolbox talks and more effectively reach people.

CPP: Sure, that's something to look at.

Unifor: Just something to think about.

Unifor: Why would we not just email?

Unifor: A lot of people here don't check their email.

6. Steam Tickets

CPP: The communication is going on to people with their 4th class to get their 3rd class. I ask supervisors to remind them, and they should keep on working. We have a few that aren't making any progress.

7. Mill Update

Unifor: How is maintenance?

CPP: Sunshine and lollypops.

Unifor: How are things looking for the mill?

CPP: Nothing specifically for this group. If I have something to bring forward then I'll put it on the agenda. But this week... so the power boiler ID fan caught on fire. Don't know what caught on fire, maybe bearing, we have to look. Any rate, the fire burnt the cable tray above it which meant the cable supplying power to Recaust, which means the mill is down. We sourced a cable, pulled old cable. It's being spliced right now, then Wismer will test for continuity to make sure it's good. Then once that is done, we'll have power to Recaust at which point we'll start warming up the kiln. We don't have the power boiler, so we don't have NCG path. We have to be more creative in our start up. The kiln went down flat. The rakes were down but we're getting temporary power for that. Kiln warm up tonight. Tomorrow burn NCGs. We'll need mud. Get all that lined up and start Evaps and NCGs to the kiln. Test pump in the digester and then in recovery/digester there we go. We picked up a few repairs here and there, but focus has been Recaust. We need to pull the rest of the cables and look at mechanical stuff. It'll be a couple weeks on the power boiler I think, depending on what it needs. Good response by everybody, taking the right steps and working safely.