

Standing Committee Meeting Minutes

Wednesday, January 25, 2023 at 3:00 pm

Present: Scott Fairless, Naminder Sharma, Darcy Lanes, Alexandra Carter, John Hagley, Ben Ruether, Suresh Keram, Cam Leeson, Angelo Sia

Follow up:

1. Contract Books

Unifor: Schedule for contract books?

CPP: I had a proof, it had a few fixes to make, he's getting me another proof soon and then we can get them printed.

Unifor: Do you have a timeline? Early February?

CPP: Probably mid-February, I'm hoping.

2. Benefits Manual

Unifor: Benefits manual update?

CPP: We have the local one but not the PBC one yet. I can see when that one will be coming.

Unifor: We have Blue Cross for some benefits and Manulife for other things. Is there one for Manulife?

CPP: Manulife is for WI and LTD. I can check with Leona if they have a booklet or something.

3. Documents on Treeline

Unifor: Is there a timeline on that?

CPP: Janet is working on a thing to get that posted, the problem is that we have to get multiple signatures and approvals from people. They're made up, they're on there, she just can't get it to appear to the general public until permissions are met and she's working on getting IT to push it through.

Unifor: The hold up is for what reason?

CPP: These are good questions, and if you deal with WF IT you'll realize there is no answer that makes sense. It's probably an IT security issue.

Unifor: We put up job postings...

CPP: Where these documents have to live, it's not that easy to get something posted that way. You guys can get permission for union stuff... it's more complicated than I thought but she's working on it.

Unifor: Ok.

4. Meal Ticket Adjustment

Unifor: That was the stuff between May 1 and whenever the new meal tickets were printed. Any plan to adjust that for people who worked OT during that time period?

CPP: We looked and couldn't see that it had been done before, and after looking at the feasibility of making that adjustment it can't be done. It isn't feasible to make that adjustment.

Unifor: The computer makes adjustments all the time, it seems like it would be clear. Couldn't Krista just change the value?

CPP: The taxes wouldn't be correct because not everybody would exchange all their meal tickets.

Unifor: Could it go on the pay cheque as a manual adjustment, like subtracting the physical value?

CPP: There isn't a pay code for meal tickets, just a tax code, so it would have to be a manual adjustment for every single meal ticket for 180 people.

Unifor: There couldn't have been that many given out at that time?

CPP: That was over shutdown....

Unifor: They did an adjustment like that for me recently on a grievance issue.

CPP: That was a special circumstance that required a lot of payroll magic on Krista's part. Doing adjustments for everybody just wouldn't be possible.

Unifor: I can see that. We'll just back off this without any precedence. Normally I would argue on principle, but it would waste a lot of time to fight for cents. Agreement with that?

5. Medical Travel

Unifor: Any word on the medical travel mileage rate?

CPP: I looked back at my notes from the last time we discussed this. It's not tied to the CRA rate or anything. It's part of negotiated benefits package.

Unifor: Ok so we'd have to negotiate it.

6. Vacation Accessibility Request

Unifor: We're looking for something to give production people access to their time. Any works in place to have IT people put something together?

CPP: Sorry can you go over that again?

Unifor: In maintenance we have a vacation book, they would like something to go online and see what they have.

Unifor: We want something to show what is expiring and when.

CPP: Didn't we go through that, and it comes up three times a year? We sent out the information to supervisors.

Unifor: In bargain, we agreed to those principles that the supervisor would share those dates. With special consideration for IT to come up with a program for it to better manage or see their time.

CPP: I remember mentioning in bargaining that it was going to be near impossible to do. To have a calendar like maintenance is one thing but from a privacy perspective they should be able to see it in UKG.

Unifor: In UKG you can't see when it expires. Things expire at different dates. Deferred stats, banked time, carrying over floaters... we talked about supplementary. In order to further facilitate you guys that's what we agreed to.

Unifor: I can't recall us having access to that before. We had to go to supervisors in the past.

CPP: Yes, because it's a excel printout to the supervisors. Our printout comes from WorkSight. UKG has holidays but I don't think those two systems talk to each other. Maybe it has it and it just doesn't show it. For example, my UKG shows expiries for supplementary vacations.

CPP: Keeping it updated or trying to update 3 times a year would be a manual operation. The two systems have to speak to each other.

Unifor: For me, I can go to Rick and he can show me what I have expiring. Some of the onus is on employees.

CPP: What we spoke about last time, we got those sheets out again. The instruction to the fibreline supervisors is to get that information out. Rick can tell you what it was 2 months ago, you don't have that time anymore.

Unifor: On my pay stub, it shows I've used it. To satisfy our request, you would be working on some way to do this. Obviously, this hasn't moved since then. We're asking for a timeline on this to be looked into.

CPP: I will look into it. Give me two weeks to report back on a timeline. I was unaware of the intricacies until now. I need to see what we could do.

Unifor: Our suggestion would even be... these reports go to supervisors. Could a user log in and see that report with just their name somehow?

CPP: Let me dig in. I have to talk to Krista because I don't even know how she generates that report so then we run into the "being live" issue.

7. Labourer Lunchroom

Unifor: Current status?

CPP: The chip screen people are aware the lunchroom is there and they can use it if they so choose, I don't even know if they're using it. I spoke we talked about not being able to force them to use the lunchroom but we made it available to them.

Unifor: Could we have that as part of their orientation? This is your lunchroom that is available to you. If you choose to eat elsewhere that is fine.

CPP: From what I understand, that is the message that has been going out.

Unifor: You're also going to look at repairs?

CPP: Yes, that is something I've been looking into.

Unifor: The water dripping on their lunches is still happening.

CPP: If you're asking for a list of repairs, that's not ready.

Unifor: At negotiations you gave us a timeline of June.

CPP: That was the other lunchroom.

Unifor: You have a brand-new lunchroom, for whatever reason the new employees are asked to meet in a grungy room, when you have a new room available. Why are they being pushed to use that one?

CPP: That's not the conversation I had with them; I've talked to them.

Unifor: Think about the fibreline manager talking to them.

CPP: After others talked to them, I went out there and told them that there is a brand-new lunchroom if they want to use it. The feedback I got was that they were relieved they could have a choice.

Unifor: Why meet in there?

CPP: There are two different morning meetings. The dayshift production people meet in the new one, and the chip screens people meet in the other one. So we decided to give them a choice on where they want to eat.

Unifor: In the new contract, there's a labourer lunchroom. Where is that?

CPP: Upstairs in the garage. In terms of aligning with the contract.

Unifor: That's different than yard guys?

CPP: Yes.

8. Winter Jackets

Unifor: How is that working out?

CPP: Good. Feedback I got, which isn't a ton, haven't had anybody mention it. Once in a while stores has to chase people down. We actually ended up ordering more.

Unifor: Timeframe for cleaning?

CPP: It's good, we haven't run out yet.

Unifor: Are they building a cabinet?

CPP: They're looking if there's something they can purchase, looking at different options. Right now they're in boxes. Seems to be going all right, unless you guys have heard anything?

Unifor: Only snag is backshift. Going to security for a key. I don't think that's a huge thing...

Unifor: I don't think anyone in Steam Plant has used them.

9. Tim L Department Seniority

CPP: I'm going to fix it. I don't have an issue adjusting it.

Unifor: We found it in archives (hand over sheet).

Unifor: This just stems from not putting a bid out and missed paperwork?

CPP: I'm not sure of the exact mechanics but I understand why it has to change.

10. Grievance 22-16

Unifor: Jeff L, he was not called in for off shift shipping/receiving. Later on, giving documents to ship it out again and that's how he found out. Feels like he missed a receiving call in.

CPP: There was no receiving, nothing to unload, no paperwork to receive. We borrowed it from Howe Sound and they threw it on a truck for us. Got offloaded with bridge crane at door one. We needed paperwork to ship it out at that point, but nothing for us to do to receive.

Unifor: Where is the security of receiving stuff? They felt everything went through their hands unless it was a contractor that brought his own tools etc. When a contractor brings stuff in from somewhere else, they have a shipping company. Stores thought they were the authority for receiving.

CPP: We do call them in all the time for things that have to be received. This was a weird one-off instance. It was like a contractor bringing in a tool. We didn't arrange anything. He would've just stood there. There was no stores involvement required.

Unifor: Who unloaded the truck?

CPP: Interpro. The contracting company.

Unifor: It's stores job to receive.

CPP: Stores doesn't use the bridge crane. Maybe I could see it if we could've used a forklift. There was nothing for him to do. It was an anomaly. I didn't understand it at first either. Stores didn't arrange it.

Unifor: The contractors arranged for it to be brought in?

CPP: The contractor and maybe Sam...

Unifor: Did Sam put in a separate NOIC for them to offload this?

CPP: They bring in tools all the time, it's the same thing.

Unifor: Was it Cariboo that ordered it or was it Interpro?

CPP: I'm not sure.

Unifor: So, they might've subcontracted a trucking company to bring stuff onsite. Walking a thin line here.

CPP: That's fair, I can see who arranged it. I don't know that it necessarily changes things.

Unifor: We'll dig into that in a separate meeting.

New Items:

11. Grievance 22-17

Unifor: Discipline said he was sleeping at work. He says he was not sleeping. This is a weird one in that it wasn't his supervisor that saw him. The manager that saw him didn't go to his supervisor and ask about his resting techniques. David sees him with his eyes closed and decides he's sleeping. He is given a discipline.

CPP: It was steam chief who found him. The feedback and evidence, and his supervisor was informed immediately. What I have is different.

Unifor: What I have is that David walked up and said, "rough night last night?" He said "no" and David said, "no sleeping" and left.

CPP: He was found sleeping, with lot many other feedbacks.

Unifor: I talked to John right after, and he said David saw him sleeping.

CPP: Steam chief did due diligence. He was actually sleeping. He observed him for a good amount of time. There were a few discussions between him and steam chief, not sure if you have those or not. Company decided not to suspend, and did a verbal warning. I don't think anybody here should be sleeping.

Unifor: How do we determine he was sleeping?

CPP: He was found sleeping by responsible employee.

Unifor: He's not his direct supervisor, he doesn't know him, he can say from a few moments that the person is sleeping.

CPP: The feedback I have is that he was sleeping.

Unifor: He doesn't have experience with this employee.

CPP: He has a lot of experience in mills.

Unifor: You would think you would give that task to the direct supervisor. He wouldn't have known what that guy was doing.

CPP: I will say, I was with him on the floor. Even working 4 or 6 hours, we wouldn't allow him to sleep. I agree he was doing hard work.

Unifor: We're just saying there's no benefit of the doubt. He wasn't given the benefit of the doubt. By some employee that hasn't been here to form any relationship with these

individuals. We aren't saying allowing him to sleep. Why do you keep saying that. We are saying he wasn't sleeping.

Unifor: David somehow made the determination that he was sleeping. Maybe you have something to ease our concern with this matter.

CPP: I have the details, I can share. He did his due diligence.

Unifor: He had to shake him?

CPP: No.

Unifor: What brought you to the conclusion he was sleeping?

CPP: Are you trying to say if a person is on a chair with his head back. Should I allow people relaxing on chair with their eyes closed?

Unifor: I don't think that is what we are saying.

Unifor: When the supervisor was notified, what was his reaction to it? Did he go discipline him right away?

CPP: I don't have the information.

Unifor: What did the supervisor say?

CPP: He collected information and brought that to us.

Unifor: What was the supervisors reaction when you told him to discipline this employee. What did he say?

CPP: He did his discussion, and we got the statements.

Unifor: The supervisor agreed?

CPP: The supervisor handed over the letter.

Unifor: You can provide your supposed details and we'll go from there.

12. Grievance 23-01

Unifor: From Maintenance personnel around overtime equalization and lists from Handout #4. Some work was being arranged on December 24th, felt the OT equalization list wasn't followed when it talks to manning/scheduling jobs. Can we straighten that out?

CPP: It was on the 23rd, I'll review some details which I'm sure you know. We were trying to get parts to get hogger fixed. It was afternoon when we secured parts. We wanted to get started on prep right away that day. Went through the area. Didn't get takers. Went to other areas. It was also on this date that we let people go at 1:30. Established practice that if it's 3:00 or 3:30 we can ask whoever we want. This day was similar because everybody was leaving at 1:30 this day and this happened around 1:10. A few people were missed, Cory and Darcy for example. I think there's a couple things here. One, it was a planner who hadn't been in this scenario before. Two, it would be like a normal Thursday at 4:10 we would ask whoever we could get our hands on. My guess is that it was also for a stat.

Unifor: That's what gets people excited.

CPP: That's why I was surprised when people said no.

Unifor: The grievance is filed because the principle of people being missed, how did they get missed. We have established guidelines; we need a system so people aren't missed.

CPP: In that vein, this is an example. We know there's problems with the overall usage, how people get asked. E&I is pretty good but others less so. I think a group of us should get together and talk about this. A document was started in 2008 has been modified a further clarification of overtime guidelines. Maybe as a small group we talk about communication and some guidelines. We have a lot of new supervisors and planners. They're not aware of established practices. Mitch is kind of the senior supervisor, he thought he had it correct based on the timeline. That's what I would look for coming out of this.

Unifor: You had an existing OT equalization group?

CPP: Ben and Brian.

Unifor: Cam too.

CPP: Whoever you'd like on your side just shoot me a note. I think we can make it better.

Unifor: We'll email you a list and we can get together.

Unifor: In this scenario, making a list wouldn't necessarily fix the problem of people leaving and getting missed.

CPP: Yes of course, there could be people in transit etc. it can be hard to get through the list. We can clarify that.

13. Hot meals

Unifor: Hot meals policy in contract book. Want some clarification, how is the company doing with that? If a worker wants a hot meal rather than meal ticket.

CPP: Wasn't it just Denny's for a while?

Unifor: The old list was 2016. Denny's and Panago.

CPP: Do we need to address this?

Unifor: I don't think anything is open 24 hours now...

Unifor: The other comment that was made, there is skip the dishes now and uber eats, there might be other options available. They could bring it? That's what we want to know.

CPP: I don't think Tim Hortons is even open 24 hours now.

Unifor: We'd like to revisit this and put some thought into this.

CPP: Is this because we have an outdated list or is somebody actually wanting a hot meal in the middle of the night?

Unifor: It came from the floor. Because some individuals have diabetes and need a regular meal and the meal ticket doesn't address that.

CPP: Ok that makes sense.

14. Wellness Checks

Unifor: We'd like to know the company's policy or procedure. I've heard they have to happen.

CPP: By law. I know where this kind of came from. We've talked to the individual. He was maybe getting poor information from other people. Essentially I explained it as he had an incident at work, he went through and he worked the next day. Then on the last day before he was supposed to come back, he called in and said he had an issue that was related to or maybe related to the incident, at that point we are now responsible. So we said to give us a call after his appointment. He didn't call back. So we started reaching out, our due diligence required by WCB. We are responsible to ensure wellness of employee. So at that point somebody needs to check on him. That's where that comes from. It was taken in a different way. I think we talked about how sometimes these aren't explained well enough to supervisors and I don't think membership realizes what is required on both sides for communication. What is involved when we have a workplace accident.

Unifor: What we need is a reference to that WorkSafe policy or law. Our members need to know, is it a wellness check only if they're not reporting for work? Are they going to be expecting a wellness check on their first day off.

CPP: In these cases, they had reported that they were going to have it checked in. If they were on days off and they said they were going to the doctor.

CPP: We have reporting guidelines for WorkSafe. If it was workplace injury we have to get those details in.

Unifor: The concern we have is that if the person was having something done during the day, they were supposed to report for nightshift, I don't know these details, but if they're sleeping and somebody is banging on their door it would be a problem. Are you doing wellness checks if they don't show up for work?

CPP: I hadn't thought about it in that context. This one was because the employee said there was a problem and we didn't hear back from him. We don't know what happened to him at that point. There was a lot of confusion around this. A lot of misinformation. This individual thought he had to WCB. We gather the information. We talked it through afterward.

Unifor: I just want something moving forward we want something we can look at.

CPP: Always feel free to do that. I see a poor job of communication and nobody expects or wants to get hurt at work so they don't think about it.

Unifor: So let me get this straight, this employee hurt himself, worked the next day, went off for 4 days, even though that accident happened there was nobody checking on him...

Unifor: Actually that story is a bit wrong...

CPP: He returned to work so as we're required to do, we checked on him a few times and everything was fine. At that point, the incident was over. We weren't expecting anything. He woke up on his 4th day off and called in.

Unifor: So you guys thought he was fine until there was a problem. Ok. We'll look forward to general policy.

15. Mill Running Slow - Chip Plan

Unifor: We aren't running that slow...

CPP: We are running according to what we have right now. What we all know is that the industry is doing things nobody expects it to do. We talk as a group every day and keep track of it. We're running to our sustainable chips. The piles are small, we know what is coming here. To help people understand, we as a group have a deep commitment to doing this right with a sustainable business model. The years we were making 1100 tonnes we weren't having many 950 months. People are doing a good job in general of keeping costs in line. I get a good feeling in the control rooms now. We're doing everything right. We're aiming at a goal. So making tonnes and money isn't a bad thing when we're in a competition.

Unifor: So slower running plan is out?

CPP: No.

Unifor: It was 750 before.

CPP: Oh I see. If we see that our chip supply won't support the current rate, we will slow down. I apologize John.

CPP: We secured chips, so we adjusted our budget.

CPP: We aren't going to run against walls anymore.

Unifor: We just want people to give a heads up if something is coming.

CPP: Last time we told you the day we found out.

Unifor: We asked about downtime and you guys said it wasn't happening, and then a couple weeks later you said we were curtailing.

CPP: You guys knew the day we did.

Unifor: You didn't keep that from us?

CPP: Nope.

16. Number of Production Labourers

CPP: We're going for 4. Alex is jamming them through the gate as fast as we can. That is my plan.

Unifor: Total number? What about students?

CPP: 4 per crew. I don't know about summer student totals.

Unifor: I just ask because summer students usually bump people in for summer.

Unifor: Steam plant?

CPP: I'm trying to have 37 headcount in steam plant. We already sent offer letter to somebody starting on February 27.

Unifor: That's bid positions?

CPP: We're hiring directly into steam plant.

Unifor: Was that the bid? The latest one was Aidan.

CPP: We posted, and nobody applied. We put another bid up and Aidan gets it.

Unifor: A posting needs to go up again. Life changes for people. You cannot go on past bids.

CPP: We have posted bids.

Unifor: What we're saying is that another bid has to go up.

CPP: So again, post the bid?

Unifor: You post internally, then if nobody applies.

CPP: That's what we're doing.

Unifor: So you posted a bid, nobody applied, hired externally, posting went up, Aidan was hired, and we need another bid.

CPP: That's a new thing.

Unifor: We need to look at how things have been posted. There's language in the agreement on how those postings can go up.

CPP: I think we need to look at the timeline of what postings went up, when people applied and were hired. Then we can figure out what is needed.

CPP: This has come up again for me. Maybe you can help me. Currently there's 5 people that have come in through the fibreline into the mill. At no time was there a bid done for them. Their card rate shows officially they're still whatever that designation. Today I asked Leona, we know who the people are. There's 5 so I posted 5 bids. So I've asked my supervisors to talk to these people to get them to bid in their seniority line. I'm getting in front of this. They're all on the board right now and they're all paper. Where we might run into a problem is if somebody from maintenance bids on it. So the entry level is chip screens for the fibreline?

Unifor: Yes.

CPP: Yes that stopped a lot of 30 day wonders. So that's what is going on out there right now.

Unifor: The bids are up there now?

CPP: Yes they are up.

Unifor: If they post into the fibreline they have to go into chip screens. I'm glad that was brought up.

CPP: Ok there we go.

Unifor: Can you enlighten me a bit? If you're in the fibreline... sorry chip screens, if you're in there and those people can bid into anywhere, now the way I understand it is if there's a bid up, and somebody bids on that position they go right on shift?

CPP: But years ago, we changed the entry level job to chip screens.

Unifor: That started when we cooperated with company to make that the entry level because nobody wanted to go to chip screens.

Unifor: If you're a millwright, you don't have to bid into chip screens, you can go right to shift.

CPP: All the jobs in the fibrelines are full though.

Unifor: Actually, no you technically have 5 open right now.

CPP: Hm. Ok let's do it.

Unifor: That's the problem with not keeping it current.

CPP: We had this problem in Material Handling in the past. It's a concern with us trying to sustain the operation. Leah has been here for 2 years now almost...

Unifor: Material Handling has a few openings right now.

CPP: There's James's bid, Pastachak also bid. That position is standing on its own. We're bidding the next job. The bids that are going to go up are 2 and 3 and 1 is still in limbo.

Unifor: However, let's just say bid 2 and 3 are awarded and either individual from bid 1 would actually have more seniority. With bid date.

CPP: Yep I'm ok with that. Ok.

17. Manning Plan and Training

Unifor: What is the plan about getting stuff out?

CPP: I have a shift supervisor meeting on February 8, they're bringing their requirements and they've been instructed to bring people in on OT to start that training. The turnover has been incredible. We have been paying overtime for training but people take time off. That's what we're going after. Training is a priority for a sustainable operation. It's on the top of my priority list. There's other stuff I'll speak to later.

Unifor: It's industry wide. How about Steam Plant?

CPP: Same thing, OT was approved. We need to hire more. That will help us. OT was already granted. Mark and Chad have finished theirs. Don will be gone mid-February. It will be an ongoing exercise.

Unifor: Do you have a number for anybody in training?

CPP: I have everything on my computer. Right now we're focusing on power boiler FE. I'm ok to proceed with OT for that too. We're working in that direction.

18. Training for Brownstock and Field Operator

Unifor: Do you have an update on that plan?

CPP: We've gone through you guys so now we've talked to HR so we're in the process of getting Letter of Understanding put together. And then I'll pull him off shift and we're doing that as quickly as possible.

Unifor: Our last draft was sent to Scott; Hawkins did a little bit to make it into a letter of understanding. Whenever you guys get back to us we can do final version. Just so there's no lack of communication.

CPP: We're doing it as quickly as can, sooner better.

19. New Local Wage Delegates

Unifor: Cam and Suresh are no longer with us. It'll be myself (John) and Angelo. Warren Dagenais and Wade Price are other two wage delegates and Marc Gosselin is our alternate. They're all maintenance. They're the people you'll see here at standing committee.

CPP: Well thank you all.

CPP: Just for your information, in DATS there used to be a feature to track people getting their 3rd class now. So I'm talking to guys to start working on 3rd and now DATS is gone. Most people are working on their 3rd. The new system doesn't have that information.

20. Welder Recruitment

CPP: So I believe Dave Pontious talked to you about this, John. We've been talking internally and we wanted to get this recorded in minutes. I'm having the same problems getting people in building. We're looking to hire a welder and found one we like. He's a ticketed welder in BC but not pressure. We want to add a line in letter that he'll have 6 months to complete TSBC PWP 7 and 10, if unable to complete those in the allotted time he'll be declined.

Unifor: What did the original bid say?

CPP: B level welder with PWP 7 and 10 preferred.

CPP: To give you some backstory, we never used to have people certified in pressure welding which is bad. We brought in Mark Shaw and had our people certified in 7 and 10. They're in the process right now where we have to re-cert. So nobody internal applied. We went outside. We weren't finding people with those certifications, and we have to make that clear up front.

Unifor: I want to make it clear that the internal bid wasn't more than what we are requiring here.

CPP: Oh, no.

Unifor: We're ok. Are you going to consider extenuating life circumstances?

CPP: Yes, that is what we do in general.

Unifor: Is 6 months reasonable?

CPP: We were looking at 90 days, but we found that with the paperwork etc. for TSBC it might be tight.

Unifor: And you get this done?

CPP: We can help him but as far as dealing with TSBC it'll have to be on this individual. We can shuttle him along and help him out.

Unifor: As far as TSBC goes, you look after the elevator training.

CPP: But right now you have to log in there and sign off on it.

Unifor: You won't hold it against them if they can't get it done?

CPP: We want them to succeed.

Unifor: You'll add that language in? Same as collective agreement?

CPP: Ok.

21. Fire Crew

CPP: As of January 26th, 2023 the fire crew/brigade at CPP will be suspended until further notice. Continuing with firefighting tasks in the current state of the crew creates an increased risk to our people. It is the responsibility of all employees onsite to perform firefighting efforts that do not cause harm to themselves or others. Until further notice we will rely on the QVFD for fires outside of our control onsite. Our training isn't close to what it needs to be. Turns out we need more representation. We need 6 per crew per shift. Some of our gear is out of date. We don't have a dedicated person to act as chief. We have too many gaps to safely say we can have a fire crew. So unfortunately we have to suspend it. Fortunately we're close to the volunteer fire department. It's a concern.

Unifor: Suspended temporarily?

CPP: Until further notice. I can't give a timeline.

Unifor: Does that affect insurance?

CPP: No because we're in fire district. It's unfortunate but it's something we can't sustain at this point.

Unifor: What had changed from having a fire crew to now?

CPP: We were looking for a chief and thought that was the only thing, but we did some digging and realized there's a lot more. It turns out there's a 10-01 level training and we only have 4 of the people trained to that level. The regulations are changing too. New requirements to even have a fire crew that we don't have. We have been out of compliance without knowing. So once we started looking...

Unifor: One thing I talked to Megan about was the misinformation in looking for a chief?

CPP: I heard you put your hand up for that.

Unifor: I think there was some misinformation on what was required and what training was available. Is there further consideration into training multiple people?

CPP: I don't know that anybody has the resources.

Unifor: Can we form a workgroup to see what is required to keep this up? Or at least something to put to the fire crew because some of them want to keep it going.

CPP: I want to be clear, the fact that we couldn't get somebody to volunteer is just one way we're out of compliance.

Unifor: We could get together and talk about those things?

CPP: Ok. I just don't see this happening any time soon.

Unifor: Hazmat is the same thing?

CPP: I can't actually speak to that. They're totally different. It's a big thing we didn't realize was that big.

Unifor: You may want to consult with QPLY, they have a good fire crew.

CPP: We thought we were fine until we found all this stuff. They may be in the same situation.

Unifor: Do we know when shutdown is? Can we publish that?

CPP: I will get it in N&V. Second two weeks of May.

Unifor: Can we let production people know what shifts they're working?

CPP: Yes, we're getting that together.

Unifor: Steam plant too?

CPP: Yes we can do that.