

Standing Committee Meeting - #426

July 7, 2005

Attendees: Keith Carter, Bruce Eby, Charlie Esplen, Dave Hardman, Jason Bourguignon, Daryl Nelson, Brian Bush, Ben Ruether, Dave Greenwood

Barry Mueller – Unjust Discipline

Union – Barry put his time slip off in the morning, 4 hours bank and 4 hours leave. It is the shop standard procedure that if they don't hear back, then everything is okay. Barry saw Gaston pick up the slip and since he didn't hear anything, he assumed he had the time off. He should not have been disciplined.

CPP – If the supervisor doesn't give you the time off, then you don't have the time off. We will check to see if the practice is how you say it is, but we will reinforce with the supervisors and employees that it should not work that way.

Terry Berg – Unjust Discipline

Union – Due to the fact that the information we are getting is not consistent, we will not proceed with this grievance.

Larry McMann/Don Martin – Unjust Discipline

Union – Larry and Don were performing a lock out., they got sidetracked and never hung a lock on the point or counted the locks. We feel this discipline is too harsh for that kind of mistake.

CPP – They missed two of the four locks which left huge potential for injury. A further check found a third lock hung in the wrong place. This was a small four lock multiple point lockout. In these circumstances the discipline was justified and will stand.

Dennis Youchezin – Unjust Discipline

CPP – We did say we would reduce this discipline from a written warning to a verbal warning.

Union – Accepted.

Failure to Pay COE

Union – Withdrawn at third step.

CPP – Presented a flowchart to change the decision tree on COE

John Booth – Unjust Discipline

Union – Why was John disciplined? There were several issues going on at one time and John was trying to do them all at once.

CPP – He did a very poor job, beyond poor. John fed water to the boiler after the first trip in manual and let the water run until it tripped the boiler again. This is basic start up procedure for the Recovery. The other operator was placed in the job and started the boiler in 10 minutes. This operator had the least amount of Recovery operating experience in the department.

Ray Metzner – Unjust Discipline

Union – Why was Ray disciplined for the liquor spill?

CPP – He didn't show undue care and neglected his responsibilities as a digester operator. This cost us downtime, created an environmental incident and a safety issue to employees.

Union – The instruments were showing a problem that wasn't there and Ray was working on correcting it. He consulted with many others that never picked up on it. He approached the problem that the instrumentation was showing. He acknowledges the hammering of the line. He was not sitting ignoring it. Everyone got fixed on an idea and were trying to solve that problem.

CPP – We know he tried to do something, which prevented him from getting more serious discipline. However, he operated for 2 ½ hours with the line hammering, which you can hear in the control room. This is unacceptable and the discipline will stand.

Service Electric Contracting Out

Union – The contract language does say the company can contract out, but we can't replace employees with contractors. The union has been keeping track of hours spent on site by Service Electric. It adds up to a huge amount of hours and is a violation of the contract. CPP should be respecting the contract and reduce the number of hours contracted out.

CPP – Service Electric has been busy with mostly capital projects. This is indicative of capital costs. The shop numbers has increased by two and may increase more over the next few years. E&I control work projects will be dropping. Also, no one has been displaced.

“D” Crew Harassment

Union – You can’t force guys in on overtime for training. You also can’t get them to come in by threatening them or treating them different by adding a course time just for them.

CPP – We feel we can compel employees to come in on overtime for training purposes. We also don’t feel this constitutes harassment.

Written Warning Notification

Union – The union is not getting **copies of** all the written warnings for employees.

CPP – We will make sure you get them.

Ben Ruether
Union Representative

Charlie Esplen
Company Representative