

Standing Committee Minutes

March 17, 2022 at 2:00 PM

Present: Alexandra Carter, Andrew Generous, Darcy Lanes, Naminder Sharma, John Hagley, Cameron Leeson, Glen Barker

Follow Up

Unifor: First thing. Camera list?

CPP: Oh you're looking for camera list. We don't have it with us.

Unifor: That's all we have for follow up.

CPP: There's a new one showing for admin, but it's not actually connected. We'll find a list, though. It hasn't changed since it was last provided.

New Items

1. 22-01 Wayne Pastachak lockout

Unifor: I think we were looking for this... wasn't this part of qualified operator?

CPP: We had that discussion last time, yes.

Unifor: I think there's some work being done with lockouts and the committee.

CPP: I think Megan just sent out something about changes.

Unifor: I think we were left out of the loop. I think you guys know our argument. Wayne doesn't think he was qualified.

CPP: Yes, we disagree on that.

Unifor: I don't know what else to say on it. We don't think Wayne was trained. I think OHS is working through this and we'll be ok with that.

CPP: I don't know if they're looking at trained operator...

Unifor: We have an interpretation that he's trained on that job to be qualified for lockouts, and he wasn't trained on that working position.

CPP: The disagreement is whether he trained to do a lockout rather than the job. He's trained to do a lockout and he did it wrong.

Unifor: The operator has to understand the equipment to make it safe for whatever, if he's not trained then he wouldn't know that.

CPP: We're arguing about whether he knows the right piece of equipment, rather than the lock or the handle. He was there with other operators and an electrician, and he still hung it in the wrong place. He knows the difference between the switch and the handle.

2. 22-02 Dave Cormack unjust discipline

Unifor: Did Dave get... he got disciplined for putting the truck in the ditch. He said he's been complaining about bald tires. Maybe it isn't on the checklist?

CPP: I don't think it's specifically on the check list.

Unifor: I don't know what to say. I guess what it comes down to... if he comes across unsafe equipment then it should sit.

CPP: He's saying it's the bald tires, but there was a long straight stretch. There are no signs of him sliding. There are tracks, tread marks in the tracks; he drove off the road. I don't understand how he would've slipped. We checked the tires afterward and they were acceptable. You could have picked different tires but there were no signs of him sliding.

Unifor: The investigation said he was trying to watch for spin on the rear tires because he was having difficulty on the ramp...

CPP: The track line was, guessing, over 100 feet long. Right into the ditch. He had another incident about care and attention and the first time he was just spoken to but this time it was a discipline. He almost drove into a truck that time but gave him the benefit of the doubt.

Unifor: Ok.

3. 22-03 Andy Erlendson vacation

Unifor: He was stymied for 2-3 months, but I understand he ended up getting time off. They felt that their crew was held to a different standard. There was an unofficial accommodation with Amy?

CPP: I'm not sure about Amy. Brody would have moved up to cover him. Brody had damaged his wrist and he had a doctors note which prevented him from moving up so there was no coverage for Andy. In order to give Andy time off that would have made overtime so Bernardo said no. He asked Andy to hang onto the slip and he knew Brody was going to be cleared soon. He was basically saying: look, before you're denied, we should hear back from Brody and if he's good to go then we could approve it. Andy wanted a yes or no right away. Bernardo had the same conversation with Bob and Bob was fine with hanging onto the slip until he found out. Then we ended up getting a grievance. In the end, Brody returned to normal duties, and I thought Andy got his time off. So I'm not sure what the grievance is for. Is it for more than that? Or maybe it was written before he got the time off.

Unifor: It looks like the settlement is grant time off, and you said he did?

CPP: I thought so.

Unifor: That's kind of what I got from Ben.

CPP: I think it was for this coming April and Brody was cleared about a month ago. This was written in January. Maybe I've been given the wrong information.

Unifor: We just have to be careful because too many people want time off in April. It has to be managed so it can be taken off before contract year.

CPP: Bernardo explained that he couldn't sign it that day and asked him to wait for Brody to be cleared. He said Andy was upset about it.

Unifor: Ok. I can see it being imperative if he was booking a trip or something.

4. 22-04 Bush/Lockwood/Towgood/Kuehn

Unifor: We discussed this. For I think this settlement, if you're looking for overtime for moving pulp outside, we think the best way is forklift drivers, production labourers (trained), then fibreline seniority.

CPP: We thought the same thing. My understanding is that this grievance was around curtailment.

Unifor: I thought it was overtime.

CPP: I got these sheets out of the curtailment, but as you know we already planned together how we would do things during curtailment.

Unifor: I don't think this would apply during curtailment.

CPP: I agree, I think what you're talking about is for normal operating times. Matt and Angelo are working on this together to figure out a way for people to be called in and it's exactly the way you just mentioned. I don't know if Matt and Angelo are in agreement but that's what Matt presented. I told Matt, he essentially has a draft and I started reviewing it yesterday. We're getting to the point where we're close to saying that's what we'll follow.

Unifor: That is what we would follow. We're good with that.

CPP: I'm glad. Once I get the draft, I'll send that back for you all.

Unifor: So, people that are interested will have to do their DATS.

CPP: Yes, that is in there. I wanted us to talk about it before going live with it. We're trying to make more of a formal process, so we don't have to reinvent the wheel each time we have to move pulp like this.

Unifor: Will the CP lockout affect us?

CPP: I'm not sure.

Unifor: Do you see it getting better?

CPP: I'd say we're not doing too bad. Average maybe. Out back we haven't touched the pulp, but the front has moved a lot.

Unifor: Do we use CP when it's trucked to prince first?

CPP: Going north, they're saying they're full. We have a contract for a minimum of 8 trucks a day though. We have our 8 trucks today at least.

Unifor: Does CP go to PG?

CPP: I think Edmonton and lower mainland. Those trucks are 1200 tonnes a week, so we don't want to lose that. We're keeping up and making a bit of headway.

Unifor: I noticed the hog pile there's nothing there.

CPP: We consumed it over the winter.

Unifor: Looked like they were scraping up dirt.

CPP: That's the winter pile so we used it.

Unifor: So we're ok?

CPP: Yes right now.

Unifor: Chip pile getting smaller?

CPP: A little, we're getting closer to where it should be. We had too much.

CPP: These grievances for the warehouse, are they going away?

Unifor: that's what I understand if we're in agreement about the process. I suppose if we had to go past that it would be mill seniority but I can't see that happening.

5. Paid Sick Days

Unifor: We'd like you to think about 5 paid sick days for those over 65. They don't get WI when they're over 65 so it doesn't meet or exceed the minimum.

CPP: Something to look into.

Unifor: Maybe something we should investigate soon because if they get sick... they don't have those days.

CPP: Ok, we'll look at that.

6. Safety Boots

Unifor: We had a guy who was given heck in the steam plant as he was wearing insulated neoprene boots. The gum boots don't keep your feet warm and neither do normal work boots. We want to make sure it's ok to wear the insulated neoprene ones if it's cold. Or on the reimbursement.

CPP: So these are like safety certified bogs?

Unifor: I think your firefighters wear them. If a member buys them for the ponds or hog etc., they're much more comfortable than plain rubber boots.

CPP: Just that one person or mill-wide?

Unifor: I think everybody. If you get cold then what are you going to do?

CPP: We'll have to discuss that. I recall talking about it. I still have a pair from when I was an operator.

Unifor: I was reimbursed for mine.

CPP: His request was denied?

Unifor: Yes.

CPP: Maybe in your case they were missed?

Unifor: He saw my boots when I brought in the receipt.

CPP: I know years ago we said no, but maybe we need to discuss it.

Unifor: Those gum boots don't work. The cleaners wear those neoprene ones and those don't fit with the policy about lace up boots.

CPP: I know there are fancier rubber boots that are lace-up. We can talk about it.

7. Summer Students

Unifor: Do you have a status of summer students?

CPP: I'm hoping to have those nailed down this month.

Unifor: Start and stop dates?

CPP: Beginning of May to end of August but I'd have to look at exact dates for those.

Unifor: You can get back to us with that when it's finalized.

8. Vacation

Unifor: Any issues booking vacation?

CPP: Maybe? We sent notice out a while back and people jumped all over that. Now we have the updated list but we still have a few people with bigger chunks. Some people the shift supervisor hasn't put it in the computer yet. I haven't talked to everybody yet. I have talked to B and D, they're fine for production. I could have a problem with A or C. Maintenance is pretty close to scheduling people. It's always nice if we don't have to do that but we're getting close, 6 weeks out. Some of them have more than a couple. Rick's crew in steam is good. Need to check with C and D. It might be done.

Unifor: It sounds like you're on top of that.

CPP: What do you guys think about Mike Pomeroy?

Unifor: I think he's a great guy.

CPP: Well yes but he's off and his vacation...

Unifor: Wouldn't he carry over?

CPP: The concern is that he hasn't been off for 6 months yet. Since beginning of January.

Unifor: Didn't this happen with Marty Put? We can get back to you on that.

Unifor: Anyone else?

CPP: Maybe Jordy as well.

Unifor: I think they would fall into taking it off when they're back.

9. Timelines

CPP: So with two of these grievances, they came in far too long after the fact.

Unifor: I don't think that there's timelines in the agreement.

CPP: There is with the time of the incident.

Unifor: Nope just once the grievance is filed. We aren't strong on those timelines anyway.

CPP: I want to be better on that, that's why I brought it up. I thought it was 30 days but if a grievance comes forward 3 or 6 months later then does it make sense? The incident was August, and the grievance was in January. That's a very long time.

Unifor: I'm pretty sure that's ok. You could make an argument that we didn't file it from 5 years ago then there is probably some point. That was the reason for these ones, though. We hadn't originally planned on filing it.