



Standing Committee Meeting Minutes

July 8, 2015 3:00 to 5:35 pm Administration Board Room

Present: Ben Ruether, Glen Barker, Garrick Powell, Reg Meisner, Dan Wilson, Tony Christy, Norm Phoenix, Nicole Davis, Brooke Backlund

New items:

1. Revision in light duty form wording.

Unifor – Language change as discussed between company and union is confirmed and light duty form will be updated. Revised light duty form is included with these minutes.

2. Christian Lebel was on WCB and was not able to use his Easter deferred stat.

Unifor – Can he carry the deferred stat over?

CPP – We will have to decline the request to carry over Christian Lebel's Easter deferred stat.

3. Security cameras.

Unifor – There is concern in regards to testing of cameras by Shane in his office. We are concerned with where they are pointing and the length of time they have been running. We believe this set up and testing of cameras is bargaining unit work to be completed by Instrument Mechanics.

CPP – Testing cameras is not within the scope of union work.

Union proposes the following questions:

Why are you introducing the cameras? Where are the cameras located? What are the camera's capabilities? What areas are the cameras covering? Is the company installing any concealed cameras? Where is the video feed from the camera displayed? Who has access to the video feed? Is the video continuously monitored? Is there an audio feed? Is the video/audio feed recorded? What is the retention period or policy for the video feed? Have you gotten the opinion on the application of the

Personal Information and Protection Act? How do you plan to tell employees about the cameras and the information the company is collecting with the cameras? How can the employee or the union review the information the company is collecting with the cameras? We request an updated list of each camera's zoom and pan capabilities when upgraded.

The Union's position is that the Company cannot use cameras for disciplinary purposes.

CPP – Information regarding the locations and capabilities of the cameras is attached. Cameras have been used historically for process monitoring and security purposes. Any new cameras installed are for the same purpose. There are no concealed cameras and CPP trades are installing all new and upgraded cameras. The video feed can be viewed by anyone who is given access to a particular camera. Access would be granted to specific individuals to meet the needs of their specific CPP position. Video feeds are not continuously monitored and there is no audio feed. The video feed is recorded and retained in a loop varying 7 or more days depending on the space on the hard drive and quality of the feed. The feed is not archived. The company has looked into legal concerns. We understand the law and we are in compliance. In regards to employees or union accessing the feeds, access is granted as per requirements for your position at Cariboo Pulp, for work purposes only. Any requests beyond what is necessary for your position will not be granted.

In regards to the use of cameras for disciplinary purposes, the Union's position is noted.

4. Car Wash

Unifor – As per the collective agreement, the Company has a commitment to maintain the car wash service on site. There has been exceptionally poor service this year, it has been down more than up. We are looking for something to help the members.

CPP – We recognize there has been some problems with the car wash this year. It was down for a lengthy period of time due to a pipe breakage which required digging up and replacement of the pipe. The request for compensation is not something we are prepared to respond to at this time.

5. Tall Oil Rumour

Unifor – There is a rumour that tall oil will be sold out of the plant, Dan, do you know the plans?

CPP – A couple of car loads were sent out for assessment. At this point we do not know if it would even be an option. If it works out, we would look into selling it.

Unifor – There is some concern that if selling tall oil becomes steady, the company will have to look at manning. We feel it is not possible to add this to a current job because if a person is working on tall oil, there would be no time for anything else.

CPP – This discussion would be more relevant if we had determined if selling tall oil is even an option. Why does it matter at this time?

Unifor – It was a question posed for us to bring to standing committee.

CPP – Duly noted.

6. Cody Crick unjust discipline, grievances #15-20 (1 day suspension) and #15-25 (sent home at midnight).

Unifor – In grievance #15-20, Cody Crick was suspended one day as discipline for calling in sick. It was a coincidence that he felt okay during standing committee but felt sick later and could not do his shift. The discipline is unjust. In grievance #15-24, Cody Crick got stung by a bee and took an epi-pen before his shift. The antihistamines made him drowsy, he fell asleep and he was later sent home for falling sleep during his shift. He was nervous to call in sick that day, having recently returned from a suspension for AWOL when he called in sick the last time (grievance #15-20). He shouldn't even have been in on that shift. Cody is on the run now and doesn't know what to do.

CPP – In both cases the discipline was just. In grievance #15-20, Cody Crick asked for the day off in advance, we tried and could not get him coverage, so the day off was denied. He then called in sick that day anyways, and still attended the standing committee meeting. He was disciplined for his absence without leave. In regards to grievance #15-24, Cody fell asleep earlier that shift and he was spoken to by his supervisor in regards to sleeping and missing his tests. He was found asleep again later that shift. Sleeping on shift and missing his tests have been ongoing performance issues for Cody Crick. Cody needs to change his behaviour. In this case a suspension is just.

Unifor – He may have some performance issues, but that doesn't involve health. We aren't doctors and Cody is scared to call in sick due to the first discipline. There needs to be trust between the Company and Union when it comes to illnesses.

CPP – Cody’s case is very outstanding. His supervisor has had several conversations with Cody in regards to sleeping on shift and missing rounds. Cody should have spoken with his supervisor if he had any concern regarding his ability to work the shift. Cody had several opportunities to discuss a health concern earlier in the shift and he did not.

Unifor – We understand Cody reported the bee sting before he was sent home. It’s the Union’s opinion that the company is trying to wrap performance and attendance together.

CPP – Cody reported it after he was sent home for his poor performance, as justification. The disciplines stand. Don’t take any emphasis off Cody needing to improve his performance. Cody’s behaviour needs to change.

7. Grievance #15-21, Failure to notify (Quadra).

Unifor – Tim Richards indicated an error was made.

CPP – What settlement are you seeking?

Unifor – We are looking for payment in line with industry standard, which we feel is \$500-1000 to start, and it escalates in nature. We also want it with precedence and prejudice.

CPP – We can offer \$500 without prejudice or precedence.

Unifor – We do not accept.

8. Grievance #15-22, Failure to notify (All West Crane).

15-04-0395 – Crane required to replace #2 river pump.

Unifor – This was preparation for the shutdown, not emergency. The local did not get to review or discuss the work contracted to Allwest.

CPP – Replacing a river pump is an emergency as the clear well level was low and dropping. The mill had lost production. Larry was not on shift and he was called but we were unable to reach him. We then phoned Allwest.

Unifor – Did you attempt to contact the contracting out committee?

CPP – Not that we are aware of.

Unifor – We would like to note that we have adjusted our definition of an emergency. Our new definition of an emergency: When a situation arises, the company takes action that is consistent and reflects an emergent condition. This maintains the safety component, and protecting the plant

and personnel. Loss of production is not in our definition. You cannot say on one occasion something is an emergency, but on another occasion, treat it as if it was not. The Company should be consistent with their actions. Based on our new definition of emergency, we are withdrawing NOIC #15-04-395 from grievance #15-22. Do you accept our definition?

CPP – We cannot agree to it right now.

Unifor – We are trying to be workable and avoid going to arbitration.

15-04-0403 – Crane required to lift material onto roofs for scaffold prep for shut down.

CPP – Larry was originally scheduled to do this work, but he called in sick and then was on vacation for two weeks. We were prepping for shut down and could not wait for him to come back.

Unifor – You just had to contact a contracting out committee member and afford them the opportunity to review the work.

CPP – We recognize more notice should have been provided.

Unifor – It's insulting after a while and we do not feel you are improving on this. We have recently had to speak with a supervisor and a young engineer.

9. Grievance #15-35, Jamie O'Flynn unjust discipline (1 day suspension).

Unifor – Jamie was suspended for posting his discipline letter on the wall with angry words on it. Jamie was venting and his words were not meant to be directed at anyone personally. It was not a good way to vent but not everyone has the same tools. Jamie's supervisor should have taken him to the side and initiated a conversation with him. The discipline is unjust.

CPP – The discipline was just. He claimed he didn't put it up, but he did leave it out on the table with his comments. It does have his supervisor's name on it. Jamie needed to deal with his letter better. His action was disrespectful to the supervisor and the entire process. Jamie needs to take it more seriously.

10. Grievance #15-25 – Contracting out (various notices).

NOIC #15-06-0477

Unifor – This one involved contracting IDL. It said shutdown work. Samantha Wright said she forgot to put in the notice. This fell outside the window of major shut down.

NOIC #15-06-0457

Unifor – Sam contracted out spark and tank watch on May 19th, notice was given May 14th. She talked to Matt Powell, but not a bargaining unit member.

NOIC #15-06-0490

Unifor – Less than 7 days' notice was given and no one was talked to from the contracting committee.

CPP – Please summarize your concerns and add to the agenda for the next standing committee meeting.

11. Company provided Union response to NOIC grievances from last meeting.

Response is attached.

Unifor – Will your offer for settlement always be \$500, no precedence or prejudice?

CPP – That is where we are right now.

Unifor – What about in the future? Is there an escalating factor if we go down that road with you?

CPP – At this point none of the NOIC grievances have been settled, we are not prepared to discuss the future.

Unifor – #15-01-0071: We will withdraw this NOIC from grievance #15-13.

Unifor – #15-02-0176: Sometimes this is treated as an emergency, and sometimes it is not, it's inconsistent. It's also about timely notice.

CPP – Notice is given as soon as reasonably possible.

Unifor – Not consistent means it's not an emergency. We will bring this one to next step. This kind of work can wait on night shift.

CPP – Whether it can wait or not is dependent on various factors, such as if we are burning gas due to stoker problems, how many stokers are functioning and the hog. I think it's consistent.

Unifor – Grievance #15-16, no notice for blow pipe. This doesn't make sense I have proof from Scott Campbell the work was done and that mill forces were not even tried.

CPP – Nicole will look into this further.

Unifor – Grievance #15-17 – Late Notice for Aerator, NOIC #15-03-0212: Would you say you are consistent in calling this an emergency?

CPP – Our environmental group monitors the dissolved oxygen levels. Sometimes we can wait on an aerator and sometimes we can't.

Unifor – These ponds were at the fringe for a month and suddenly it is an emergency?

CPP – It's not that it wasn't an emergency all along; it's that at first we didn't have a solution, once we discovered the solution we had to act fast. Environmental issues are a problem from day one.

Unifor – We will withdraw grievance #15-17.

Unifor – Grievance #15-18: Our concern was actually that the notice did not involve the scope of the work, because electrical work is not done by a contractor. This is not our past practice and it wouldn't be possible for a contractor to complete the electrical with our lock out procedure.

CPP – The contractor in this situation has been addressed. We do have procedures and though it is something that Don would have expertise in, we should have locked it out differently. We would like to clarify that the scope of work was addressed in notice #14-10-0670, where the union was relying on notice #14-09-0578 which didn't apply. The fact that you are arguing that the electrical work should not have been done is different than what was communicated last meeting and in the grievance, which referred to failure to notify.

Unifor – I have to look at that.

Unifor – NOIC #15-03-0284: We will withdraw this NOIC from grievance #15-19.

Unifor – NOIC #15-03-0256: How is hauling lime mud an emergency?

CPP – Hauling lime mud is always important when it comes out. Most of the time we can handle it with our guys. When it comes out at a higher rate, we have to get a dump truck to help. This has been consistent. It has been an issue brought up by frustrated members of the joint safety and environmental committees.

Unifor – So if it builds up because a truck breaks down, is repair of the trucks an emergency? Anyone can repair back up lights, you have to be consistent.

CPP – It can depend on what other equipment they are working on. We try to repair the trucks right away, and if we need parts, then we have to wait for them before we can repair. We have frequent emergencies in the garage and we try to get parts quickly. We call people in regularly for the dump truck.

Unifor – The local can do some repairs. You cannot wait around, because then it is not an emergency. You need to be consistent, and cannot have 3-4 emergencies with the trucks at once. I don't think you guys brought anyone in on backshift.

CPP – We wouldn't call in a dump truck unless there is a reason.

Unifor – NOIC #15-03-0272: What is this build up a result of?

CPP – The kiln was probably down and had to purge the mud. We had 6 material handling employees in on this occasion, in addition to contracting.

Unifor – 70-80 loads takes how many days to build up? Your commitment to not stockpile is a recent change.

CPP – We have communicated this for at least a year.

Unifor – Only since the New Year, this is recent. Is this emergency work, or just convenient?

CPP – We have been consistent for a year or so. I would be surprised if guys out there in Materials Handling don't agree. It's consistently treated as an emergency. We bring people in on overtime for this.

Unifor – Then how did 70-80 loads build up? Bring this back to us. I cannot tell if you are inconsistent or not and need more information.

CPP – Tony will look further into the reason for this build up.

Signature on File

Ben Ruether
Union Representative

Signature on File

Brooke Backlund
Company Representative



PHYSICIAN'S MEDICAL CERTIFICATE MODIFIED WORK (LIGHT DUTY) FORM

Employee Name: _____ Date of Birth: ____/____/____
 Job Title: _____ Department: _____ Supervisor: _____
 Date of Injury/Illness: ____/____/____ Last Day Worked: ____/____/____ WCB WI

Physician's Name, Address, Phone, and Fax Number:

Based on information provided, including the employee's statement regarding his/her health and the results of my actual assessment, my professional opinion regarding this employee's ability to perform his/her duties at this time is:

- THE EMPLOYEE IS FIT TO RETURN TO REGULAR EMPLOYMENT.
- THE EMPLOYEE SHOULD AVOID THE FOLLOWING TASKS.

Check all that apply:

<input type="checkbox"/> Walk or stand continuously	<input type="checkbox"/> Climb stairs or ladders	<input type="checkbox"/> Lift weight exceeding ____ Kg
<input type="checkbox"/> Bend back frequently	<input type="checkbox"/> Be required to exert significant physical force or pressure	<input type="checkbox"/> Have acute hearing
<input type="checkbox"/> Be able to distinguish colours	<input type="checkbox"/> Be exposed to repetitive or prolonged cold	<input type="checkbox"/> Work alone
<input type="checkbox"/> Use right arm repeatedly	<input type="checkbox"/> Use fine vision	<input type="checkbox"/> Drive motor vehicles, trucks, heavy equipment
<input type="checkbox"/> Use left arm repeatedly	<input type="checkbox"/> Reach above shoulder level	<input type="checkbox"/> Perform work other than office work
<input type="checkbox"/> Use left leg repeatedly	<input type="checkbox"/> Perform handling (seizing, grasping, holding or turning objects)	<input type="checkbox"/> Perform fingering (picking, pinching or otherwise working with fingertips)
<input type="checkbox"/> Use right leg repeatedly	<input type="checkbox"/> Write	<input type="checkbox"/> Other - specified in remarks
<input type="checkbox"/> Utilize computer based training		
<input type="checkbox"/> Participate in training (read, write, concentration)		

ARE YOU ABLE TO ANTICIPATE WHEN THIS EMPLOYEE MAY BE ABLE TO RETURN TO NORMAL DUTIES?
 YES NO

IF YES, WHEN? _____

IF NO, WHEN WILL A FURTHER ASSESSMENT BE REQUIRED? _____

Remarks: _____

Physician's Signature: _____ Date Signed: ____/____/____
 Y M D

Return to: Cariboo Pulp & Paper Company, P.O. Box 7500, Quesnel, BC V2J 3J6 • FAX (250) 992-0373

Rev.4 07/14/15

Hr/private/office requirements/forms/modified work light duty.doc

Industrial Production Monitors
Location, Number of Cameras, and Capabilities
July 20th, 2015

Steam Plant

- PB and RB Drum Level (2) – no capabilities (migrated from old system)
- Power Boiler Stack (1) – zoom capability (migrated from old system)
- Bed Bug (1) – no capabilities (migrated from old system)
- Kiln Burner (1) – no capabilities (migrated from old system)

Chip Dump/Material Handling

- Chip Dumper 1&2 (2) – reclaim1 no capabilities, reclaim2 zoom capability
- Lime Mud/Kiln (1) – zoom capabilities
- Chip Fuel Station (1) – zoom capability

Hog

- Hog Reclaim – Outside from above 1&2 (2) - no capabilities
- Hog Feed and Return Belt (2) - no capabilities
- Hog Reclaim Shredders (2) - no capabilities

Security

- Scales/Top Road Access (2) – north face no capabilities, south face zoom capability
- Lower Road Access (1) – zoom capabilities

Machine (12) – 11 no capabilities, one has pan and zoom capabilities

July 8, 2015

Re: Response to Standing Committee Items - April 28, 2015

The variety of NOICs addressed in several of the grievances has made it difficult to respond to the grievances. The NOICs grouped together are not entirely alike.

1. Grievance #15-11 – Failure to Notify (Manways)

NOIC #15-03-0199 – What is the settlement requested for this NOIC?

NOIC #15-01-0066: Maintenance resources were not available to get the tank up and running as required. By-passing the tank was not a viable option as it leads to other process/operational problems.

Grievance #15-12 – Failure to Notify - Work on Urea Tank

NOIC #15-02-0172: Withdrawn by union.

NOIC #15-03-0188: The work was originally planned to be completed with mill resources being used for the spark and tank watch. On the day the work was to commence the mill resource unexpectedly became unavailable. The Engineer in charge was unable to locate another internal spark and tank watch person as all mill resources were engaged with other work. Ben Ruether was notified by phone that they had to contract the work out.

2. Grievance #15-13 – Failure to Notify – Various Notices

NOIC #15-01-0073: Duplicate, addressed in grievance #15-15.

NOIC #15-01-0071: This was to install piping for a temporary rental compressor for aeration. This was required at the effluent system due to an emergency situation around the condition of the lagoons and concerns that we were in danger of going over our environmental permit with the province. Clint tried calling in mill resources, but none were available to come in. As a result he had to contract out the work.

NOIC #15-02-0146: What is the requested settlement for this notice?

NOIC #15-02-0162: What is the requested settlement for this notice?

NOIC #15-02-0176: This was an emergency job where the power boiler was being run on gas while we removed and replaced damaged stokers on the North Hog deck. Mill crews were first considered for this work but they were already engaged with other work.

3. Grievance #15-15 – Failure to Notify Crane Work

Further discussion is required for this topic. The company will respond at a later date.

4. Grievance #15-16 – Failure to Notify - Power Boiler, Blow Pipe, Viker

No notice: What is the settlement requested for this notice?

No Notice: We cannot confirm this work was done.

NOIC #2015-03-0233: What is the settlement requested for this notice?

5. Grievance #15-17 – Late Notice for Aerator

NOIC 15-03-212: Steam and Recovery was having difficulty with the effluent ponds. Mill crews were unavailable; contracting was required to avoid exceeding the environmental permit.

6. Grievance #15-18 – Failure to Notify – Don Bishop

Notice was submitted for this work in October 2014 and the work was delayed.

NOIC 2014-10-0670: The NOIC entered describes "Supply and install replacement gas heaters PB scrubber area." It does not distinguish between mechanical and electrical portions of the job. Notice was submitted more than 7 days in advance. The contractor is qualified to disconnect electrical components on heaters.

7. Grievance #15-19 – Failure to Notify – Various notices

NOIC #15-03-0233: Duplicate, addressed in grievance #15-16.

NOIC #15-03-0284: This work did not end up happening.

NOIC #15-03-0256: The crew was hauling filtered mud. The dump truck required repair and was in the shop due to no back up lights. Stock piling of filtered mud in the area was not an option.

NOIC #15-03-0272: 70 to 80 loads of filtered mud/pond mud/dregs and ash were hauled that day. We had 6 material handling employees in, five trained one in training, in addition to contracting out. We ran our dump truck and loader with extra operators. Stock piling of filtered mud in these areas is not an option.