

## **Standing Committee Meeting Minutes**

**August 26, 2021 at 2:00 PM**

**Present:** Rachel Stefan, Alexandra Carter, Andrew Generous, Darcy Lanes, Naminder Sharma, Ben Ruether, Cam Leeson, Glen Barker

### **1. Railway Medicals**

Unifor: Following up on the sleep apnea testing in Material Handling. Last meeting we came away with the impression that the company would give letters to those people requiring testing to give to their doctors. Some of foremen are squeezing their guys and told them they'd move them to chip screens if they didn't get this done.

CPP: At our last meeting I said we'd look into it. I understand there was some confusion around the old form and the process. This is the wording before [handed over old forms]. This one is new [hands over new form], it's very clear where results go and what is expected from the doctors now. This should clear it up on who the information needs to go to and the timeline. I called and it's only 4 days to get in at the clinic. I understand there were some concerns over who has it, but we are just interested in whether they get treated.

Unifor: Who pays for machine?

CPP: Our benefits cover the majority of the machine. I don't believe it always ends up with a machine, though. Sometimes the treatment is lifestyle stuff such as weight loss. That is just one treatment option.

Unifor: What does it mean by send results to West Fraser? They go for screening and then that is shared to family doctor... what are you looking for as far as results back to company doctor?

CPP: Treatment and making sure the person is following the treatment.

Unifor: Who is responsible for making sure they're following up?

CPP: The sleep apnea clinic is. They're really big on follow up with their clients.

Unifor: These clinics are following up by virtue of the machine?

CPP: Just with the employee to see how they're feeling and how the treatment is going. They're really good at making sure people are feeling better.

Unifor: I understand it sends or downloads results to make sure you're using it all the time. Some of our guys have talked to the sleep apnea clinic and the machine sends away results.

Unifor: We're going to have to look at this closer. As far as you're concerned, you just need to know that they're being treated and following the treatment? We'll have to find out what that means.

CPP: This isn't negotiable, it's federally regulated.

Unifor: I know, we aren't trying to negotiate it. We just need to know how much personal information is being used and shared. What I've heard is that they take this machine home, and they use it for a day, and it gathers a bunch of information.

CPP: Yes, that's the initial test, though. Not the machine that they keep.

Unifor: I don't know what it means that they're following the treatment. I haven't asked enough questions around that program.

CPP: What is the actual concern then? We see that they have an issue and then they have treatment.

Unifor: Whether that information about their sleep is shared with anybody.

CPP: No, that's not shared with anyone. I don't need to see that information.

Unifor: Who gets that information?

CPP: Just the sleep clinic does.

Unifor: The sleep clinic shared too much information with the company.

CPP: What are you basing that on?

Unifor: Christian Lebel's information.

CPP: That was a mistake due to confusion around who gets information, we definitely don't need to see that.

Unifor: When did this change happen?

CPP: We talked to Shelby a couple weeks ago, maybe 2-3.

Unifor: The problem I'm having is that they're getting squeezed and we told them the company would get them a letter. What I'm saying is, can the guys hanging out there have a chance to get this done?

CPP: All these guys were told their expiring date. Jim in particular continues to not do it. So we told him he had a week to get on it.

Unifor: He needs to do it through his doctor, right?

CPP: No, the referral is already with the sleep clinic. As long as he's willing to do that there won't be any issues. We just need him to move forward. The referral is sitting there, and he just needs to call the clinic. Then the results go back to his doctor.

Unifor: So the doctor has the employee go to sleep clinic.

CPP: Yes.

Unifor: We want those results to go back to doctor.

CPP: They do.

Unifor: Not to West Fraser.

CPP: They forward the forms to the family doctor. Then the family doctor will go to our company doctor.

Unifor: Who does the sleep clinic correspond to?

CPP: Ok, so the referral goes to apnea clinic, then the information goes to the family doctor, then it gets faxed to our West Fraser doctor, not to me. Every division with railway does this, it's all the same process.

Unifor: I read it that the clinic sends information to the company doctor.

CPP: No it goes to the family doctor.

Unifor: Does Jim know what we just went through?

CPP: He will tonight, and you guys should probably talk to him as well. It might help.

Unifor: Mike didn't appreciate getting threatened.

CPP: We called him and explained what was going on, and then told him what would happen if it doesn't go through.

Unifor: The same program doesn't work for everyone.

CPP: Their expiry date has come and passed.

Unifor: There's been some bumps in the road.

CPP: We just need to move forward. I can give you the names if you want to talk to them yourselves.

Unifor: It just needs to be made clear what the expectations are and the chain of documents.

## **2. Production Crew Changes**

Unifor: There's an agreement that crew changes wouldn't happen on stat holiday weeks.

CPP: The document looks really unofficial; do you have anything better than that? He said it came from Tony? I couldn't see anything on there and he's on holidays right now so I'm unable to ask him.

Unifor: You can check with Guy Dickie on that, he was quite instrumental in that agreement. Tony wanted some of that stuff cleared up. There's good reason for it.

CPP: I just want something to clean it up. With regards to Ross, it's tidied up now.

Unifor: The crew change won't happen?

CPP: I have to talk to Luke, but he said it's worked out now.

## **3. Maintenance Start Time Rotation**

Unifor: We're getting some talk on floor, we see that you're wanting to flip flop everyone's start time. I thought everyone did that flip flop but maybe it was just E&I. It's causing some grief. What's the reasoning?

CPP: We don't know how long we're in this and we've had lots of requests to flip it around every couple months because there are some preferences. We informed people we were going back to 8:00 start time and now we have to stay with staggered, but we thought it would be more fair to do this. I've already had one person come to me and we're going to try to solve that problem, although it might be tricky. We need a little bit of time for some feedback. Originally we moved people around if it made more sense. We're trying to work with everybody. I think it's a good practice, it's not mandated but I'm not comfortable with packing everyone into lunchrooms. Certainly if there's issues and childcare problems we try to work with people.

Unifor: That was the big thing with the union, we want to make sure everyone has an equal opportunity to look after their needs. Some people don't like to pursue the issue even if it's a problem for them. Can you make sure the company will try to accommodate? And consider scenarios?

CPP: We put that to the supervisors, we have some restrictions, and we need supervisors. I am open to having conversations and we'll be as flexible as we can be. If they aren't comfortable going to supervisors they can come to us, too.

Unifor: The ones that are already on 7:00 are happy starting at that time. The majority of my crew like 8:00 better.

CPP: In that case, it would be best to talk to your supervisor collectively. Other than the individual that came to me I haven't heard anything. We can't make everyone super happy. Not everyone was happy with going back to 8:00 either. Information is good to have, though.

Unifor: Our supervisors are kind of in flux right now.

CPP: We can take this into next week too. I just don't want to pack everyone in the same room.

Unifor: The Collective Agreement has defined start times but with COVID, things are kind of in the air and we have to be responsive to that.

CPP: I'm cognizant of that fact.

Unifor: I'm not sure how far John got on his survey but if there's any appetite to look at that...

CPP: One year at my old mill we ran the entire summer at 7:00 and we didn't continue that, I'm not sure why. To go further, to get a full 7:00 start for everyone there's labour relations code for changing shift like that to how many people would agree. It also affects our staff around start times and meetings and everything.

Unifor: In the past the issue was whether the company was interested in making that change. The one time they were, the union didn't get the majority vote that was required.

CPP: It's a lot of people with a lot of different needs and requirements.

Unifor: That was only for prime-time period, summer months.

CPP: It's a timely thing to be discussing right now. I like getting information, it's always good.

#### **4. Lockouts**

Unifor: We aren't arguing the discipline in the machine room. What it brought up was the issue of a qualified operator, one of the guys was not a qualified operator in that area and yet he was told to do that lockout in there. Safety should probably talk about that.

CPP: Maybe it's a question about what qualified means, I'll have to look into it and ask.

Unifor: To us that means they've taken the training and passed it for that area, and at that point they're qualified to do lockouts. Wayne brought that up to his supervisor and he said you're good to go.

CPP: So he wasn't trained to that position?

Unifor: No he wasn't qualified in that area. He told his supervisor that, and his supervisor said you're good enough to do that. I'm just going by what I've been told.

Unifor: It was a Machine Tenders equipment that he was locking out.

CPP: I'll look into it.

CPP: Paul and I were looking into that in relation to something else, there's some language that could be clearer in our documents.

Unifor: The understanding on the floor needs to be solid.

CPP: Yes.

#### **5. Steam Plant Coverage**

CPP: Something I wanted to talk about... shift coverage of the panels. I don't know meeting number, but we've talked about this couple times in Standing Committee. We've experienced a number of shortages in the past few months and the frequency is increasing. On August 11 we were faced with shutting down the entire mill. You and I discussed you helping me. I tried calling you guys about this and never heard back. The shift engineer went through the list and nobody answered. It's a concern for our business. Even staff guys weren't trained to operate. Then I tried to call you guys. Then tried calling all CREs and nobody answered except one who was in Ottawa. Luckily after that we were able to get one guy in. Don Sankey is generally the only guy who comes in and we can't rely on just him. He was already working. Shutting down the mill isn't like shutting down pumps. You guys committed and then I didn't get any response from your group. It worries me. You say we need to work together, and this doesn't help. The union needs to provide manpower. If I'm calling you guys and making calls I want at least a call back.

Unifor: We have to get out ahead of this and I was on the island on holidays. Glen was also gone on holidays, there was nobody for you to call. We don't get paid to do union business 24/7. We need to get together with steam plant senior members and see how we can come out of it. If you're expecting the union to pull people out of homes to address problem then it won't happen. We need to be creative.

CPP: Then let's do that. I want to resolve this thing. I can organize a meeting because I need people in those situations. There are a few people who never respond. We know we have issues such as training which is being worked on. People need to know their responsibilities. We need to do something.

Unifor: There will be some good feedback off the floor. They know why they are or aren't available, so we need to start there.

CPP: Please let me know when to work on that. Are you guys around for the next little while?

Unifor: Let us get a couple reps from the floor first. We have some arbitrations coming up in September and I have some nights off.

CPP: So end of September?

Unifor: The beginning and end. So the issue the company has is filling the CRE position?

CPP: My goal is to train guys on both chairs but that is becoming problem. I only have a few that can handle both. We have 35-36 people in department with one person retiring soon. Some training can be done in a few weeks, but it takes quite a while to get to panels.

Unifor: How many trained CREs are there?

CPP: I have basically 8 and 3 more under training and one scheduled to train.

Unifor: I see Chad is training now.

CPP: That is a gap and people should come up to help the operations. Situations come up when people are sick.

Unifor: I don't see that going away the way things are going.

CPP: It's a concern.

Unifor: We'll let the guys talk about it... when the summer comes it's hard to get guys.

Unifor: Do you keep track throughout the year what other overtime opportunities they have? Maybe they're getting burnt out?

CPP: I don't see that being the issue in some cases. What do you think about call in list like other mills? Like people available on call?

CPP: We would have to pay them.

Unifor: It would have to be substantial to get them to free up their time.

CPP: It would be some good information. Let's brainstorm and meet end of September.

Unifor: I'll send out an email and ask for two reps to talk on this committee and I'll cc you on that. Once we get people we can set something up.

CPP: Another point you're probably interested in, Stephen Verge passed 2 more exams for his 3rd class ticket.

Unifor: He had a plan to get them all done.

CPP: He has confirmation, just needs to pass them now.

## 6. Meeting Dates

Unifor: Standing Committee meeting dates, first Tuesday every month and 3<sup>rd</sup> step is last Tuesday of every month?

CPP: I have a letter for you guys and we're going to go back to the Collective Agreement, probably in the next week or so.

Unifor: What are you trying to fix?

CPP: Grievances lingering too long. We're just trying to clean that up. It'll be up to you guys to schedule these.

Unifor: So you can't agree to that? The problem we've run into is scheduling dates.

CPP: You guys will just have to make sure they're booked/

Unifor: The first Tuesday every month? What do you see as the problem?

CPP: We aren't doing the employees a service by letting things sit out there too long and getting lost in paperwork.

Unifor: I don't see what the problem is. Last year I asked for 3<sup>rd</sup> step and you didn't get back to me for 6 weeks. That's what is holding it up. I kept asking.

CPP: Ok well I'll get the letter and we can have further discussions after that.

Unifor: I don't think it's as simple as 30 days.

CPP: It's a little vague about timing after the event but following that it's pretty clear.



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