

Standing Committee Meeting Minutes

November 28, 2022 2:00 PM

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

1. Grievance 22-14

Unifor: Unjust discipline for because he was late a couple times, was it a written verbal?

CPP: It wasn't his first time, he was observed doing it repeatedly so now he's on his last chance.

Unifor: It wasn't a written verbal?

CPP: He had a couple AWOLs on his file so he's on his last chance for AWOL.

Unifor: When he called in, he was told that the shift was covered and not to come in? But it was an 18?

CPP: There was multiple steps showing absenteeism.

Unifor: I thought it was an attendance management program he was on.

CPP: He was also on performance management. We can sit separately on this thing. Multiple things to discuss on that.

Unifor: Anything else to add on that one? Ok.

2. Grievance 22- 15

Unifor: He was handed a written verbal for a lockout, but he was delocking something for the shift prior to him that they didn't finish. It sounds like it was lack of communication.

CPP: It was a lockout violation and it's an operator's responsibility to delock properly. There was a big risk of fire and a fire actually started, there was a good chance of property damage and safety risk. We interviewed people. We didn't choose to discipline a certain level because roles and responsibility were discussed.

Unifor: There was a fire as a result of it not being de locked?

CPP: It's in the investigation. All the appropriate actions were taken.

Unifor: It was a green lock?

CPP: I'd have to check. The Company tried to show, we went with a verbal, but it was quite serious.

3. Grievance 22-2001/22-16

Unifor: We can hopefully change the number on this one to 22-16?

CPP: Yes we can do that.

Unifor: The member, a stores person was given a document for a piece of equipment that was received by contractors off shift and was told it was his responsibility to send it out but they didn't receive it. They told him it wasn't his job to receive. Even though it's stores person to receive it. Obviously, it was his responsibility. Problem is that he wasn't called in. I think it said time made whole for missing call in. There is also a concern about contractors receiving it, not on their contracting out notice.

CPP: We don't have supervisors notes on this.

CPP: D.L is in charge of that area, so I can't comment.

CPP: What I understood is that the item was borrowed from Howe Sound, there were no charges and it was too large for stores forklift. There was no paperwork for stores to receive. It was returned with paperwork that stores created. I don't have any further information, though.

Unifor: We can table to next time.

CPP: Ok.

4. Winter jackets

Unifor: Winter jackets?

CPP: Ordered and on their way.

Unifor: Can we get a timeline on that?

CPP: I can talk to Norma on that.

Unifor: Our concern is that this is part of the collective agreement and we ratified in May.

CPP: We can find when they were ordered.

5. Documents for Treeline

Unifor: Next few items are around ratification and collective agreement. We agreed for these three items to be put on treeline and we're still waiting for those. We were under the impression that it was fairly simple and that was why we agreed to it rather than a letter of understanding. We ratified May 25 or 24. So we were informed in bargaining that we would be given a draft of these 3 and then it would be done. they're already done up and post existing. First of all, we would be given draft. All 3 are on our website. These are 3 procedures we developed with union and company. They're already in practice and we originally asked for letter of understanding and we came to mutual agreement.

CPP: We can do that, this is just the first time I'm hearing about it. Which ones are those?

CPP: Temporary Moves, Filling Crew Vacancies, and Crew Change Procedure.

Unifor: Those are fibreline documents?

CPP: Across both departments. Is there a certain spot for this to go?

CPP: Employee documents?

CPP: Ok.

Unifor: It's an issue because some people aren't aware of past practices. For instance, somebody off for a long period of time. It's a temporary move. They don't know that they don't have to take that move. It's not written anywhere.

Unifor: It's in the book.

Unifor: Greek to new employees.

CPP: No issues with that.

Unifor: We just want to get it done.

CPP: Also, I just heard that jackets are here.

6. Meal Tickets

Unifor: We talked about meal tickets before. This for us is really... we can't really wrap our head around why we can't do this. New meal ticket vouchers after ratification. Back to May 1, 2022 that was not the updated with the 2% on it, in the past we always give them the new meal tickets but it gets back to... there's accounting done with who earns what. We don't look at it as a big deal. We can figure it out. You got a meal ticket on May 2. Why aren't we giving our members that difference in pay? Our members don't understand.

CPP: Was this something that was said wasn't going to happen?

Unifor: We brought it up before and we felt it was understood.

CPP: Retro pay for meal tickets?

Unifor: We accept that it takes time to get tickets printed. We ratified in late May, we understand that we were back paid to May 1. Meal tickets are part of agreement. So why aren't we making our members whole? It's never been an issue before.

CPP: So it's been done before?

Unifor: I believe so.

CPP: I have no history on this. I have questions.

Unifor: We look at it as pretty insignificant cost. It's a matter of principle for our members.

CPP: Give us some time we'll sort it out.

7. Payment for Bargaining Costs

Unifor: Not on the agenda but based on bargain... we successfully agreed to with you, the company, and the union about the \$10,000.

CPP: I will dig into that (Alex).

8. Vacation Accessibility

Unifor: Treeline accessibility for time off. This is going back to bargain. This was around the vacation and time off. In bargain, we moved our dates for supervising informing employees of time to be used. In that discussion, we talked about having a better system for our employees to access their time off. As you know, currently with our pay system, they don't know when their time off is going to be expiring. We want a system for our employees.

CPP: It's something we can look into, it's just not going to be easy to get a system that easily pulls that time and can be accessed by the employees. Our current payroll system doesn't have that capability.

Unifor: One thing we talked about is that our supervisors are given a printout every month from Krista, I understand there's privacy issues, be that as it may, maybe we can use an adaption of that or a version of that.

Unifor: In the past we've had a printout put on the table by the supervisor of what is going to expire and when. As it gets closer to May, they put it out more often because they want people to put their time off.

CPP: Therein lies the problem. I don't advocate dumping it on the table. That's different on both sides. I do remember us getting those printouts and we would go to people and let them know. It's been a while on the timing so I don't quite recall when that happened, and then we got to the point where we'd start scheduling the time for them.

Unifor: That's where it came from. It was an agenda item from the company because you were worried about scheduling time off. We came to mutual agreement that we'd inform employees earlier. In the memorandum it states that we'll do September, October, and December. (reads MOA) December 31 is when we schedule the remaining time off. So based around that, this was mutually agreed upon with special consideration to employees getting better access to their time expiring. Scheduling peoples time off is not what we're about. Our employees have no idea what time is expiring. Our pay stub tells us the amount of hours we have. It doesn't say that 40 hours will expire and the other 60 will carryover. It doesn't even with floaters. Also deferred stats.

CPP: We need to come up with an implementation. I think it still needs to go through supervisors as well because some people need a bit more of a push. We'll follow up on that. I'll fire off an email to stress the importance of the new reminder dates.

CPP: Naminder will follow up on steam plant side.

9. T.L Seniority Date

Unifor: This one has been around for a while and this is interesting. We have T.L. His start date and mill seniority, November 10, 2008 then we have his dept seniority as October 14, 2012. Now currently TL is #1 backtender. We have individuals with mill seniority of October 28, 2009. So there's quite a few people ahead of TL in the department seniority list. 6 of them. They're in the same line as him and they're showing mill seniority after him, but

department is after. We've done some digging. We're not able to find a posting, his post in as production labourer bid. We need to find that. We've asked for that in the past.

CPP: From chip screens?

Unifor: I don't think there was chip screens when he started.

CPP: Production Day labourer. He may have been hired off the street into that job.

Unifor: We've talked to him. There was an interesting scenario. There was a labour pool. They'd post production labourers as entry. There was a bid into steam plant, he bid and came back out at 28 days. Charlie asked him if he wanted to come into production. He said we're putting up a bid and nobody else bid on the Production Labour posting and went into it. Steve Bird was there. We don't have paperwork and we need to correct this. There must be something. If we can't find a production labourer bid can we find the Steam plant bid.

CPP: There won't be one though.

Unifor: Let's go back to the steam plant bid in early 2009. It would have been his recollection, January to March. That was the timeframe that he bid into steam and recovery. It sounds like Charlie and Steve didn't put the bid up, nobody bid on it.

CPP: They were probably backfilling. Did those other guys pass him while he was in the steam plant?

Unifor: No he was only there 28 days. They've used T.L grader bid for the date. That's the only time frame they show him in the department. Everybody else shows their production labour bid date.

CPP: Is the machine room a different bid?

Unifor: Whenever you get a production labourer bid, that's your department seniority.

Unifor: There's 3: mill seniority, there's department, then there's the your line. So what we are saying is, the machine room line date that he entered is what they're listing as fibreline seniority date. Just doesn't make sense.

CPP: Ok I'm with you now.

Unifor: This is what it shows

CPP: There should be a steam plant bid somewhere.

Unifor: If we look for that... for some reason there is no production labourer bid.

Unifor: he came around the same time as SS around that time. But he stayed 29 days and was gone.

Unifor: Don't look at those two names though, they're too early.

10. Shift Differential for Night Shift

Unifor: This one was your item.

CPP: This was Darcy's but I'll explain what I have from him. When we adjusted the dayshift start time, it was missed that we would have to adjust the nightshift differential time as we did when the 9s were implemented. We are working with Krista and corporate IT to track this and get it updated in Worksite. This is the change we will be making. "As discussed, please have Colin change the afternoon shift differential to 4PM-12AM and the night shift differential to 12AM-7AM and reinstate the rule."

Unifor: It shouldn't be applied then. On page 44, item 8 that shift differential doesn't apply during regular shifts.

CPP: All I know is that it's shifting it by an hour from what it has been since we started the 9 hour.

Unifor: We can follow up with Darcy.

11. Medical Travel Milage

Unifor: Mileage rates at 42c a KM, is that up to date. Medical travel. Is that up to date with today's fuel cost?

CPP: Didn't we look at this a few years ago?

Unifor: Yes, it used to be equivalent bus fares. We accepted the milage rate from West Fraser. I don't know if it's been overlooked.

CPP: Right. I'll look into it. I'm not sure.

12. Labourer Lunchroom

Unifor: Labourers lunchroom, in contract agreement we agreed to add the labourer lunchroom in the agreement and we're under the understanding that chip screens is still out there in their trailer.

CPP: I know nothing about this so bear with me.

Unifor: The room is there but it sounds like maybe they're being discouraged from using it.

CPP: So they took the side that used to be computers on the south side?

Unifor: Yes, Kevin moved. Apparently, they're being discouraged from moving into that lunchroom.

CPP: Can you elaborate on that?

Unifor: Discouraged by whom?

Unifor: Other individuals who feel they've been displaced. It's none of our members. It's somebody on the supervisor/management side. We got them a lunchroom and they're being told not to move.

CPP: I will go ask questions and dig into it. I wish I knew who to ask.

13. Names in Minutes

Unifor: Last item, when you post the minutes are you able to take out the names. How do you send those out?

CPP: Word document.

Unifor: Ok so we can do that.

Unifor: Also, updates to extended health benefits, are those done?

CPP: Yes, we don't have a booklet from pacific blue cross yet, but Leona is almost done her updated booklet for members.

Unifor: When we sign on the 9th can we get a copy of that?

CPP: Yes I can bring a copy of the benefits booklet.

Unifor: Ok great.