

Standing Committee Minutes Sept 26, 2019

Glen Barker, Ben Ruether, Travis Englund, Jeff Needham, Cam Leeson, Rachel Stefan, Dan Wilson, Darcy Lanes

1. 19-15 Glen Barker, Unjust Discipline Union Interference.

Unifor: Is the company willing to reconsider this discipline?

CPP: No.

Unifor: How is it just, considering the facts and circumstances?

CPP: You accepted a shift and then didn't show up.

Unifor: You do recognize that he is the president? We explained that he was committed to go to this seminar. It is scheduled by a third party.

CPP: We offered solutions that you weren't interested in. We said there has to be other people who could attend. We need electricians here on the first day of shut down.

Unifor: We were trying to minimize the impact to the company. For you to discipline him is unreasonable and unjust. It borders on the union not being able to manage its members. We would like to work on a cooperative basis. That week Glen had worked 30 hours overtime.

CPP: Nobody said you were withholding services. The issue is that we need the electricians here in the morning for the lockouts.

Unifor: I would have been here in the morning and then left. Glen did the night shift and didn't sleep after. He called the foreman and said he couldn't come in.

CPP: He texted Conrad from Prince George. We told him he needs to be here. He was already AWOL. You made the decision to do what you wanted when you left the meeting. You made the decision that you had to be AWOL. We don't agree on the solutions.

Unifor: We don't try to manage the company. The company can't manage the union.

CPP: We tried to explain it and you left the meeting. You said we have to do what we have to do and then you left.

Unifor: We would like it withdrawn.

CPP: We won't be withdrawing it.

2. 19-16 Uwe Dietrich Unjust Discipline.

Unifor: It was shut down. Ewe was complaining to his foreman that his tools were being robbed. The day of the incident he was robbed again. He runs into Brandon and Brandon said he told the contractor to get the tools. Ewe is trying to take some pride in his area. He feels the discipline is unwarranted. The

company said Ewe was yelling at Brandon. Ewe said he was not yelling. We feel this discipline should be removed.

CPP: Two staff members witnessed it, it went on for quite a while. The discipline stands.

Unifor: You're saying aggressive behavior isn't tolerated?

CPP: Yes. Aggressive behavior is never tolerated.

3. 19-17 Level One first aid training

Unifor: A contractor on site did the training with no notice. Craig Delwisch did it in the past.

CPP: Incorrect. We don't do level one first aid training. It's a professional service. We aren't required to do it. Its part of our blanket.

Unifor: If someone came in for audiometric testing or AED training, is that professional services?

CPP: It might be, we would look into it.

Unifor: Craig had done defib training.

CPP: We don't agree with that. We don't give notification for this and now you're asking for it. We haven't agreed to do that, to give notification for first aid training. The blanket notice is what we at this site have agreed to.

Unifor: We don't have a blanket notice.

CPP: There is a statement in there under blanket statements.

Unifor: The article is quite broad. If there is a blanket for professional services, we didn't give a blanket for professional services, its geared towards engineering.

CPP: No, its not.

Unifor: Its mainly for engineering services.

4. 19-18 Cleaning of the snake pit

Unifor: No notice was found. Rick P called them in, John V is the shift super. He brought them in because our Bobcat could not get to it.

CPP: We have a different story. John indicates that he was on and the bucket elevator plugged, and we had to clean it up, it was an emergency situation. Then the next day he talked to Ben, the day after he put the notice in as an emergency. If we are low on lime, we would have to shut the mill down.

Unifor: Work was done on dayshift. John was there and talking to Rick. John did put the notice in.

CPP: According to the notes, it happened at 1 am, they were called at 2:15 am.

Unifor: On the 7th at 1 am?

CPP: Yes. Enviro cleared the drop chute to the bucket elevator and the field engineer cleaned the pit with a bobcat.

Unifor: Why was Rick telling us he did not know that he needed to put in the notice?

CPP: Don't know.

Unifor: The notice was of most concern and Rick's answer that "he didn't know he had to". Are you going to educate your people about notice?

CPP: Yes, we will talk to our shift supers and be very clear with what the blankets mean.

Unifor: Need to be clear about emergency notice, weekend notice and blankets. The deal is: After hours, when day crews aren't here, when something happens and you need to get it done you try mill resources, you don't need to call Glen or I, you've done what you need to do. We are trying to get the message across.

CPP: The goal is to give the guys the opportunity to do the work.

Unifor: Sometimes we have to work through that. We ask that we try to man that work in the same manner that the contractor would do it. That's frustrating for us. Sometimes maybe the supervisors aren't confident enough to do that call. Emergency work is the same, if it fits the description, go ahead. But in both instances, we want notice of what happened. Sometimes it gets lost. Its important for us to know who's on site and when and what they're doing. That's why we are consistent with our grievances. People don't like it. I am trying to hold the line clear. If you're running into issues, we will all work through it. With that commitment, we will withdrawal without prejudice with the commitment that you'll talk to the employees.

5. 19-19 Staff doing B/U work.

Unifor: We used to have someone assigned to working with the controls system. Its hard for control people to get bargaining unit resources to get anything done. One of the control systems people were getting frustrated with the process, so he just went and did it. The shop felt like that was not right. That's staff doing B/U work.

CPP: What are you asking for in this? Jeff would know how big of a job this is.

Unifor: It's a graphic modification. It would be around one hour.

CPP: We were told it would take maybe 4 minutes.

Unifor: Don't they have to inform the operations group?

CPP: The operators were wanting it done.

Unifor: First we call operations, pass it through, make sure they're the proper temperature, then we pass it to Pro Plus, all areas have different programs.

CPP: The 4 minutes must refer to the actual change on the screen, not the follow up procedure.