

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Unifor: We would like it withdrawn.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.

Unifor: There is an education to the operations person.

CPP: In this case, the operations guys were asking. What happens in a general case?

Unifor: Usually they call a mechanic.

CPP: What are you asking for?

Unifor: The system, as to how it's done, needs to be fixed.

CPP: We went short with losing Jason after shutdown. That might be part of the lack of interaction. We should still be going back and asking why they aren't working together.

Unifor: When there are display changes, its usually relayed to the group. There is no communication.

CPP: Have you tried to have that conversation? To see if you got a response.

Unifor: No. It would concern us if someone isn't completing the system procedure.

CPP: They would have done it right. It seems the communication isn't happening though.

Unifor: Usually someone will send a picture, a screenshot and let everyone know. Can we table this until next meeting?

CPP: Yes.

6. 19-20 Failure to Notify. Assla Abloy Front Gate.

CPP: Sam was thinking he was covered by a NOIC he had already put in. They were coming to open the door to see what they still needed. He didn't know the act of coming on site was a new NOIC that needed to be put in. If he tells them something and then brings them back, it's a new one. What are you looking for out of this?

Unifor: We will get back to you.

CPP: We have talked to Sam so that he understands. He genuinely thought he was fine. He wasn't trying to pull something. To him, it was all the same (they were trying to make the system work).

7. 19-21 Code of Ethics

Unifor: Company brought in a non union contractor. First one was the Bently Nevada people. They were very hands on. It wasn't work that was not of a nature. We are saying that code is payable.

CPP: The BN one, the work that they were doing, wasn't something that we have been doing, like the TG2. Gaping probes is something our instrumentation people could do. We will pay code on that one.

Unifor: Other one was Carmad industrial. Ice blasting is fairly new. They're cleaning up what we used to do. Do they do it more effectively? Yes. It's a different way of doing what we have always done.

CPP: Have we done cleanup on the boiler before?

Unifor: Yes. Sometimes the icicles are very big.

CPP: The issue is that we are ice blasting on the side of a boiler for example. If it was something like cleaning a floor, we have had that talk before.

Unifor: As time goes on, safety changes, technology changes.

CPP: We need to find out how it was done before, we need to ask some more questions. If we are using a different technology, its still cleanup. Its different when we clean the boiler when its live.

Unifor: The boiler has always had issues.

CPP: We will look into it.

Unifor: We have used water before.

CPP: That's a bad idea. We will get back to you.

8. 19-22 Failure to Notify Spool on Blowpipe.

Unifor: The work is done, could not get mill forces. The problem is that Stein comes in to talk to Warren 3 weeks later. We are asking: How long is too long?

CPP: A shift supervisor did it. They went on the 28th of June, they had a plugged blow pipe, trucks were backed up, had already been having issue. They went through the call list and couldn't get anyone. What happened is that Stein got asked what the number is to put on the invoice. That's what happened. We need to make sure people aren't doing that, it wasn't intentional though.

Unifor: Our problem is that notification is about the union being aware of what's happening on site. What is the solution?

CPP: We address people when they have issues. This was a one off. They were trying to clear the blow pipe and go through the call list. Its not a pattern.

Unifor: Isn't there some sort of report you have?

CPP: We have gotten rid of Lotus Notes, we haven't had that kind of daily engagement. The call-in app is live now, as of last week.

Unifor: It doesn't seem to be a huge issue. The concern is if it gets worse.

CPP: We always try to deal with them as quickly as possible. We try and get it in the next shift, that's what we normally do.

Unifor: Does the shift supervisor sign an invoice for the contractors?

CPP: No, they don't. They don't enter it. They tell them to call if they have an issue.

Unifor: Maybe it could be attached to the call-in sheet.

CPP: That's there now, we just got it back. The system will tell the group about if there is a call-in notice. It's the call-in justification for the CPP guys.

Unifor: This system is in place now?

CPP: Yes, as of last week.

Unifor: Where is it?

CPP: Its in Work site. There might be a way to report out of it.

Unifor: The old call in system was helpful, we are hoping to get that tool back.

CPP: Can you show us what you used to do so that we can try and duplicate it if we had an example.

Unifor: Yes, we can find something. We will withdrawal without prejudice with the understanding that the company is committed to changing this.

CPP: Okay.

9. 19-23 Scott Dubuc Unjust

Unifor: It seems to be a surprise to quite a few of the operators, that they must be understanding of the scope of work that needs to be done and the lockout provided must be adequate. Do you recall in your training, is there something that these guys have missed?

CPP: Its in our lockout policy, he had the millwright asking him specifically for the lockout. Scott didn't ask enough questions. All Brad told him was that he needed bolts taken off. Scott needed to ask more questions and then he would have known how to do it.

Unifor: Is this a concern for the company? On the floor it is not how people are thinking. They think TK Pro is the gospel, and following it point for point is the most important thing. The company is telling us that TK Pro is a guide, the work being done needs to be considered. If you can't get there, you stop.

CPP: When the guys are given a multi point lockout to do, they might not know. It would be maintenance, engineers, contractors, they would all work together. When someone comes up for a personal lockout, the operator says ok I'm working on it. The operator needs to ask them "what are you doing". The maintenance guys might not know the extent of the lockout. Its not good enough for the operator.

Unifor: Guys are locking out and not talking to the operators. Glen is going in and locking out and sometimes its coming to the operators, but sometimes its not.

CPP: That's different. You need to ask him what he's doing.

Unifor: The tradesman needs the approval from the operator before they can work.

CPP: The questions we always ask is "Did you go and talk to the operator". Scott's reply was "I assumed".

Unifor: Is it the responsibility of the operator is to complete the lockout as it was designed?

CPP: The operators need to look at the work and see what lockouts need to be done. When a guy comes to you and says what they're doing, the operators will know what's safe to work under when its locked out.

Unifor: We want a commitment from the company that these guys will be trained to know what to do. Scott didn't understand what he was supposed to do.

CPP: We don't agree with that. You're saying that operators aren't responsible for lockouts.

Unifor: No we are saying there is some misunderstanding on how the roles and responsibilities of the system.

CPP: That they're responsible for securing equipment?? If you have a tradesman working on something and they don't tell you what they're doing, the operator needs to find out before they lock it out.

Unifor: People on the floor don't seem to know this.

CPP: That they have to lock out equipment?

Unifor: Work orders would be helpful. The trades people don't see the work orders.

CPP: He knows what job he needs to do. Whether he has paperwork or not, he should be able to talk with them.

Unifor: Not all millwrights check in with the operator. We are trying to make this work. This isn't department specific.

CPP: If a supervisor asks an operator to lock something out, the operator needs to ask that question in order to make the decisions for proper lockout.

Unifor: Union is asking the company to be very clear with the lockouts. Are they signing off that they hung it correctly or are they signing off that it is correct for the work being done.

CPP: The tradesman asked him to do a lockout. It should be a red flag for the operator.

Unifor: We don't believe it's a Scott Dubuc issue. It's a larger company issue.

CPP: Trades guys need to be talking to the operator.

Unifor: Was there any corrective action stemming from this lockout violation?

CPP: The departments would be talking to their people.

Unifor: At the last meeting, the OHS committee needed to be brought in.

CPP: The importance of this has been brought up several times. We have examples of safety incidents where people have been hurt.

Unifor: Could the work orders be sent to the operators so that they can see what they're doing.

CPP: That's the last line of defense, them talking to each other. That has to happen. There isn't always a work order. The supervisor did know about this particular job. The supervisor isn't always involved. The trades person and the operator need to talk.

Unifor: We agree that the communication needs to get better.

CPP: It doesn't always go through the supervisor.

Unifor: We are asking that everyone be re educated. We have safety meetings. Can the company commit to having someone go to all safety meetings and make it clear that you don't touch any equipment until it has been passed over to you? The operator needs to know that its his responsibility to be in charge of this. There seems to be a lot of confusion in the dry end.

CPP: Crew to crew communication needs to discuss these things.

Unifor: Some areas have a change in lockouts and not everyone knows about it.

CPP: We will work on that communication with everyone.

Unifor: If Joint Safety could get the message across, that would be great.

CPP: The discipline stands.

10. 19-24 Chris Klapatiuk/Ellery Skillitier Unjust discipline

Unifor: Can we argue these together?

CPP: Sure.

Unifor: In the discipline letter for Ellery, it says this was a pattern of behavior. For you to build on this, the discipline has to be clear. Are you building on the past issues? You said you had more information. You said we have found out about other incidents, what are those?

CPP: We won't be sharing those incidents.

Unifor: When Cassie left, both guys did not understand what had happened. The first step Cassie should have taken was to tell these guys that they were out of line. That's part of the bullying and harassment policy.

CPP: We don't agree. Chris went to Cassie and apologized afterwards. He knew they crossed a line. Why else would he go and apologize to her? We wouldn't expect a young woman to have to stand up to two men when she's working alone with them and they are both mad and ranting. That's not reasonable. She went and talked to her supervisor once she had gotten herself out of the situation.

Unifor: Chris was only saying that he wasn't mad at Cassie he was trying to explain that the frustration was being asked to do an unreasonable task.

CPP: We disagree with what you think Chris' intentions were.

Unifor: Something bad happened, there is no question there. We understand there was some elevated tension. It was not received well by Cassie.

CPP: In the investigation we found out what they had done.

Unifor: When someone calls someone else's boss a f#!@## b#@## to them, multiple times, it's not okay.

Unifor: We are saying its excessive.

CPP: We are saying its not. We had a staff employee who was so upset, that she had to go home and is now afraid to work in that area. We had to conduct a proper investigation as to what happened. The discipline stands.

11. 19-26 Failure to notify

CPP: The person that did it, made a mistake. The person has been spoken to. We offer \$2000 without precedent or prejudice.

Unifor: We will get back to you.

12. 19-27 Jeff Bergen 1-day suspension AWOL

Unifor: It was a one-day suspension for being AWOL. You didn't have a shop steward.

CPP: Joe Doyle was there. There was nobody else there. Its hard to find shop stewards.

Unifor: It has to be a proper shop steward; the discipline could have waited. Shop stewards are trained properly to deal with this.

CPP: Shop Stewards are there as witnesses. Jeff can be hard to get in, so we did it when we could get him in.

Unifor: Can we table this for Jeff's return?

CPP: Yes.

13. 19-28, 19-29 Unjust Discipline – No Shop Steward

Unifor: They were denied a shop steward.

CPP: We speak with employees when we are ready to do the discipline. That's when we do it. If you guys can't provide a shop steward, we will still meet with the employee.

Unifor: We have given you our phone numbers.

CPP: The CA requires some cooperation.

Unifor: We are asking that this discipline be removed.

CPP: This discipline stands.

Unifor: Do not force other members into being a shop steward. Darcy said he didn't want to be in the room. He was basically told to.

14. 19-30 Unjust discipline – Threat of Suspension

Unifor: The supervisor is asking them to sign it, they were told they would be suspended if they didn't. The grievance is a result of that. All they're doing is saying they don't understand it.

CPP: We started this in January. Either we give up and they don't sign our training agreement. They had plenty of time to do it. It was just their stubbornness. We need to document their training.

Unifor: We understand the message wasn't very clear.

CPP: This was a pretty simple document.

Unifor: The document said that they understood it. They had done it on their DATS.

CPP: It's a simple document they have to sign. We felt it had to be a bigger part of the training. It came out of an incident. We want to make it clear what they need to do.

Unifor: They were upset because they were singled out.

CPP: They were not singled out. Everyone in the department had to sign it. We recognized that there was a gap, so we are trying to fix it. We need them to sign of that they understand. We chased them down from January to June.

Unifor: It was explained in a very aggressive way.

CPP: No, it was not. There had been many supervisors who tried to get them to sign it. Not sure how they wouldn't know how to sign it. We have a policy.

Unifor: Did the supervisor go through it with the guys?

CPP: Yes.

Unifor: Why weren't they signing it? They were told it's a walk around policy. We aren't sure if they have gone through any training or reviews.

CPP: This was based on an incident. We want to prevent it from happening again. They're signing off on that they did the training with their supervisor. Every time they get on the equipment, they need to walk around the equipment. Its pretty simple. To capture that training, they need to sign off on a document.

Additional items:

1) New Employees/Summer Students and their rights under the collective agreement.

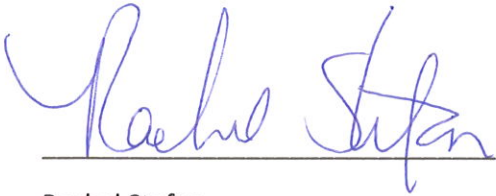
Unifor: We are told that the company is not providing Car Wash cards to new employees after a period of time from issue date and that the safety boots are not being paid out till after the probationary period. What is the company policy on these matters?

CPP: The company provides car wash cards to all employees once per year as per the collective agreement. We issue the cards and the top ups in the fall. We reimburse work boot receipts to employees after they have completed their probationary period.

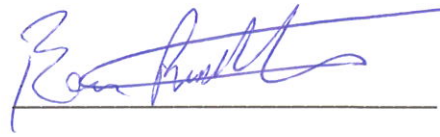
2) Pension Contributions:

Unifor: We still have outstanding issues with some of the pension deductions for various members and have concerns that it is a systemic issue. How do we follow this up?

CPP: We would need more specific info in order to respond.

A handwritten signature in blue ink, reading "Rachel Stefan", written over a horizontal line.

Rachel Stefan
Cariboo Pulp and Paper

A handwritten signature in blue ink, reading "Ben Ruether", written over a horizontal line.

Ben Ruether
Unifor