

Standing Committee Minutes

February 9, 2022 @ 2:00 PM in the Bowron Room

Present: Angelo Sia, Glen Barker, Cam Leeson, Ben Ruether, Naminder Sharma, Alexandra Carter, Andrew Generous

Follow Up:

1. Light Duty Assignments

Unifor: We talked briefly about this before... after last Standing Committee we were going to set up a meeting and Rachel tried but things kept coming up.

CPP: I'm happy to meet about this. What does your schedule look like?

Unifor: I'm back on my regular schedule, Tuesdays I have a standing thing.

CPP: I can send an invite.

Unifor: We try to bring the safety chair role into it, so I might invite one other person with me.

CPP: So you think John?

Unifor: Yes.

CPP: What is it that you're wanting to talk about?

Unifor: The light duty program and the new template they use, and make it more a legalized. When it's outside the supervisor saying you have a sore knee or something. Soon as HR has a hand in it.

2. Qualified Operator

Unifor: We've had quite a bit of discussion; the operators say, "They told me to do it", and I tell them you have to understand you can't do something you aren't qualified for. The company deems you qualified when you pass the position. That's the threshold. Last time we asked you to give us your definition so we can align and help educate people. Like Pastachak getting disciplined when he wasn't qualified. We just want to make it very clear to people. The company shouldn't ask you to do something you aren't qualified for and you need to say no when you're not qualified.

CPP: There's two things going on there... there's qualified for operating and there's qualified for lockout. What are you saying you're qualified for? You mean that area, which we don't really look at it like that, we look at it like are you qualified as a machine tender versus are you qualified to do a lockout.

Unifor: I see what you're saying and I need to know if there is a difference. I understand you're qualified when you're a qualified operator for the area.

CPP: I think if you have to be qualified as an operator then you're qualified as an operator. But if you're qualified on lockouts then you understand the energy sources and the area and look at the sheet. There are two different things, knowing equipment and knowing lockout.

Unifor: I have never seen this so I might need to defer to Cam.

Unifor: That's become more of a gray area with qualified person on lockouts. Some departments have run it like you had to qualified to operate that equipment but fibreline was looser, where they're qualified on lockouts but wouldn't extend too far and work their way up.

Unifor: So do they know if they're overstepping?

Unifor: I don't know.

Unifor: So some of the lockouts, I understand what you're saying, that's a pretty general scope talking about lockouts. Locking out something in chip screens versus the machine, there's different MCs and different ways of locking things out. In addition, we feel, and the way I've been trained, part of the training is doing lockouts. When you're trained on the machine, you're given certain lockouts to do, and you're trained on those specifically. There are a couple pumps that are part of the lockout for example that are locked out but not used. Those are some instances where that is part of your training. We used to lock out the steam to the pre-dryers. Now we don't use the pre-dryers but we still do that. Having a qualified operator doing the lockouts, its someone who knows and understands the equipment. Knows the valves and lockouts.

CPP: Some of this stems back to the lockout program, all it says is qualified operator and everyone has an interpretation of that. So we've done some work on that, we've been trying to define qualified operator vs qualified person. In your example, the machine isn't something one person would do but it's a qualified operator, and a qualified person, but basically has someone who is also capable of doing a lockout but isn't off on their own willy nilly.

Unifor: So one person is on the hook for being the person that is qualified, and the other person is responsible for making sure it's correct locks and etc. That's different from what we're used to.

CPP: Is that something that has been changed?

Unifor: I don't know.

CPP: I think we need to discuss it more.

Unifor: I think it was a bit looser with the younger guys in the fibreline doing lockouts. They're essentially verifying things match the list.

CPP: Yes that's slightly different from what you said before. We should talk about it. It contravened the lockout policy in the past.

Unifor: Yes we're trying to make it easier.

CPP: I think... why don't we just get a few of us together and talk through it and try to work it out.

CPP: I think it's similar to the verification thing you're working on with David.

Unifor: At the end of the day hopefully we've created something easily administrated. That's why I keep coming back to this. Especially for Wayne Pastachak. I think he got some discipline, and I don't recall if we've grieved it. We try to say if you're not comfortable then don't do it, but we don't like to say that much. Kind of a soft sell for you to look at that again. I think he did try to say something.

CPP: Cam, do you want me to send out a meeting request?

Unifor: I think if we go at it with another group, it should be the same group.

CPP: That's maintenance group. I think some people cross boundaries, but this is more of an operational thing rather than maintenance.

Unifor: I think qualification is kind of the same for verification. I think this is squarely a safety thing that should go to OHS. They're our leadership around this. It affects things mill-wide.

CPP: I think smaller group before we get to Joint Safety. It has to get to that point anyway. They have a pretty full plate with what they're trying to accomplish. That way you can pull other people into it.

CPP: So Cam when you talk to people, what is the concern with people? They're afraid to lock out or if they don't know how to lock out?

Unifor: I think maybe both the lockout maybe was built by someone else and maybe they aren't trained on that equipment.

3. Railway medical

CPP: Some of the guys not getting their sleep apnea tests done. Right now we have Ed Sankey and Troy Nazaruk who thought they were done and their medicals came the way they're supposed to the company doctor. The doctors marked off they don't need sleep apnea tests, but their doctor fills out enough information so when our doctor reviewed and read both, she determined both of them require sleep apnea tests. So just so you know, we let them both know they had to do that. Troy said he'd go back to his doctor. Ed said he didn't want to do that.

Unifor: He said he didn't want to?

CPP: Yes, I won't get into it, but Bernardo let him know that he had to get it done to stay in Material Handling. Just so you're aware if he continues to drag his feet, we'll have to move him to chip screens. We've given him a month, so March 5th. Everyone else that I'm aware of has done it. I think it's just these two. But there might be some coming if they haven't expired yet.

Unifor: Is this part of the railway?

CPP: Yes it's a federal regulation. There's a thing called stop bang test and if you fail a certain number then you have to go for a sleep test. If you pass the sleep test, that's fine. If you fail then there's treatment.

Unifor: So they aren't out of the department?

CPP: No, and they know that.

Unifor: So they can continue in the same role?

CPP: Yes, they can.

Unifor: You take the machine back and it does testing. It doesn't continually monitor does it?

CPP: I don't know. If they have to continue on the equipment, then they need to buy the machine. I don't think it continues to collect and transmit that data.

Unifor: We were wondering about the testing.

CPP: I'm just curious how they know their patient is continuing on the machine. I just don't know the capacity of that machine. We might have an issue with Ed but maybe he's just angry.

Unifor: Ok we'll look at that.

4. CRE coverage

Unifor: For the CRE coverage issue, I talked to some of the CREs yesterday they were quite happy about training in the CRE position and that they can train on overtime if necessary. There are people available to cover.

CPP: Yes, I haven't experienced any issue where I've been worried in the past few months. But the point is, I have more people trained on CRE 1 position so now I have to focus on CRE 2 position. I know people are coming in but Bryan Dumaine retired. I just need kind of commitment that we'll continue doing this. It's COVID and flu season, so I just need a commitment from these people that they'll continue training.

Unifor: I hope you're seeing that people are coming in on overtime to train, I don't know if we can ask for much more. They're giving the company what they need.

CPP: I'm not disagreeing, I'm seeing good progress. Two people are coming continuously but I'll just need that to continue. But also spring break, and then summer break, so I can imagine during those we might have to talk about this again. I just need a kind of discussion so they can understand and get a vision from them that they won't create a vacuum.

Unifor: I think the guys are happy they can train on overtime because now they have the manning necessary. Proactively you've opened a lot of latitude and the guys appreciate that. I think we're well on our way. I don't always expect you do this on overtime.

CPP: Yes it's not forever. Bryan Dumaine created quite a vacuum. We're also recruiting another candidate for steam plant. We generally keep 34 but I've been keeping 36 because we're aware people are retiring. Just to continue our training. So we're paying extra cost for that. Seeing the circumstances that's why I said yes to overtime. That's temporary solution though.

Unifor: But for now we're good?

CPP: I've been good, but could we have a group meeting then we could be on same page? Did you talk to many?

Unifor: Luckily I rotate between crews I can talk to many of them. A group meeting would be difficult because some want to and some don't.

CPP: There are a few senior guys who never accept calls or come in on overtime, are you aware of that? I see a trend where they don't accept overtime.

Unifor: That's a hard one to answer because we get older, and we start to slow down. It's very complicated why some people don't take overtime. Some have issues at home, they have enough money, they're tired. So I can't help you with that one; you'll have to see individually.

CPP: Yes I haven't had success.

Unifor: I know in the collective agreement you can expect a certain amount of overtime but it's so vague.

CPP: When I have a senior guy on the chair they can train better.

Unifor: Don't feel alone, that goes through the whole mill.

CPP: So you don't see any value in a meeting?

Unifor: I don't know. What you did was perfect.

New Items:

5. Moving pulp outside

Unifor: First, I'd like to say thank you to the management group for allowing our members the opportunity to do this work.

CPP: Thanks for manning it.

Unifor: We understand this hasn't been done by our members for quite some time. Working with the company, we'd like to continue the practice of using our members. In order to do this, we understand safety and efficiency must be top priority. We'd like to propose a call-in list. At present the call-in list isn't a big enough net. We think a few more people could be involved. We conducted a control room survey for what they felt to be a fair call-in list. The following is 4 different options that came out of the control room survey. Some of these options we had beforehand, and some were given to us. 1) Call in forklift, then production labourer, then machine room, then bleach plant (with 5 in favour). 2) Forklift, fibreline, then mill wide (with 14 people in favour). 3) Forklift, production labourers, mill wide (with 1 in favour). And 4) Forklift, production labourer, then fibreline (with 6 in favour).

I'd also like to say that the control rooms were bleach plant, machine room, and dry end. We didn't get a chance to go to A crew in the bleach plant. I'd like to expand on fibreline call list. I know it isn't feasible to go through the entire list because some may not be interested. Maybe once a year contacting the fibreline and asking if they're willing to do this work? They must be qualified to do the appropriate work. Maybe a DATS module for each. Each individual should be trained on how to safety and efficiently do the work. This would streamline the procedure and increase the number of employees willing to come in and do the work. The same would apply to mill wide. Many of our senior members feel they would

come in and do this for you. In our control room survey, most members have acknowledged they support the idea. We understand this is something new. We're more than willing to work with management on a system that is fair. Once again, we'd like to thank you and special thanks to some of the front-line supervisors. Rob Milligan back in December started a procedure. Gord Olsen, Matt Petersen. There may be others. Andrew, I'm also aware you're a part of this. Thank you very much.

CPP: Totally on board. Who do we sit down and work out details with? We could try to solve it all today, but I don't know if we can. You mentioned it and my concern is proper training. I've heard many say they can drive the truck but then others are stuck on the forklift in poor conditions. So those kinds of things we'd have resolve. The order doesn't matter to me – whatever you think is fair.

Unifor: We'd like to bring it to the membership. Moving forward, we'd like to have everybody trained on all 3 of those components of the job because it's not fair to have someone stuck in one spot in the elements. We don't look at it like one thing, we look at it like 3 components.

Unifor: Do we need an agreement first before going to members?

CPP: I'd like to get feedback on what you guys think is fair. I don't think there will be any glaring issues. Once we got past the curtailment, we had to quickly decide how we'd call in and we tried to keep it as normal as possible. We kept to the department and then who is trained, and what crew is on... We didn't go beyond the fibreline.

Unifor: I think we only got to backtenders in the fibreline. We could cast the net a little bit farther. Right now, we're excluding the bleach plant and the machine tender. Years ago there were some in the bleach plant that did it. If they don't want to, they won't do the training. Then they can't be called in. So if those individuals want to be called in, they need to be trained.

CPP: Being forklift certified is different than warehouse driver. It's a different job taking it outside, you aren't putting pulp in boxcars. It's specific to the task.

Unifor: We need to look at physical limitations as well because it's a heavy-duty job sometimes. Moving forward, if there's someone that hasn't done that job but has gone through certification process, we want to make sure they're adequately trained. Typically, we've been using 3 people but maybe 4 people and someone could shadow.

CPP: We've also looked at whether we could find another flat deck truck. There are always potential changes to make it more efficient. It's been improving. Back to your earlier question. Maybe you can shake what kind of proposal and work with Matt Petersen and then you can take it to the members after that? I love the idea of a call-in list.

Unifor: Then maybe we can avoid some grievances.

CPP: I was going to ask what you're doing with these.

Unifor: We're going to table those for now. There's 4 there?

CPP: Three are this topic. The other one is Andy Erlendson.

Unifor: We'll table those until next meeting.

CPP: Just a heads up Matt is on D crew, Luke is sick.

Unifor: Full tour?

CPP: For this one anyway.

6. WI for COVID

Unifor: Have you been able to round this up? We've been getting questions from the folks on the floor.

CPP: Maybe to start you can let me know what type of questions?

Unifor: They're told to stay home until they're symptom free and there's some question on whether they need a test to get WI under our program.

CPP: Manulife is a new provider and they have a specific form for COVID right now while we've waived the waiting period. I've checked the form and there is an option there asking if you've had a COVID test and you can check no. If you check no there's a space to write why, for example if Northern Health doesn't have the capacity to test you right now. So you can still apply for WI without the test.

Unifor: Ok that is great.

Unifor: With the newest change to guidelines is the company still providing tests?

CPP: No we aren't doing that anymore because the guidelines just say you only have to be symptom free rather than a negative test. We were doing the tests mainly to get people back sooner in case they were negative.

7. Camera locations

Unifor: Can we get another list of surveillance cameras and capabilities?

CPP: I'm not aware of anything new... we've replaced some that were wrecked.

Unifor: I'm not sure if there are, but we just need it to be apparent. I do need to speak to this, there's little bit of a problem with the security of that footage. We had an incident of the police onsite and some of that footage wasn't very secure.

CPP: How so?

Unifor: It was probably shared to members who shouldn't have had access.

CPP: I personally have looked at who logged in and it was only staff.

Unifor: It's through staff is how it was shared. Some of that shouldn't be out there.

CPP: No I agree, the structure needs to be redone so it's simpler to say who can have what. It's been set up as groups of cameras isn't how you'd think it would be. It was hard to wrap my head around. It follows groups of cameras instead of groups of people. Basically it needs to be redone. There aren't a lot of people who have play back function but there are a few.

Unifor: Some of the cameras seem like they're open to all staff.

CPP: It's by group, and I don't believe everyone has access to all of them. The security cameras are definitely not ones with everybody having access to play back. It's too large of a group of cameras.

Unifor: I don't think people understand how sensitive that information is.

CPP: I had a very direct conversation with the fibreline group, so I hope it wasn't one of them.

Unifor: I won't get into it.

8. Accommodation

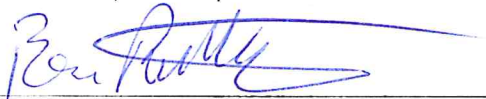
Unifor: I don't know if you're ready to talk to this... I don't know if your legal counsel has talked to you about Chad's vacancy in stores.

CPP: I don't think we're prepared to talk about that today and we haven't had a chance to discuss it.

Unifor: If we can keep counsel out of it... they cost us a lot of money. We're ready to talk whenever you are.



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