

Union's Standing Committee Meeting Minutes April 2/20

Company: Rachel S, Dan W, Darcy L

Union: Glen B, Ben R, Cam L

Follow Up:

Minutes for Standing Committee Meetings:

CPP: We would like to go back to joint meeting minutes, they will not have as much detail and will not contain any private information.

Unifor: You will respect the edit process? You draft the minutes and the union then edits their side of the minutes as required.

CPP: Yes

Unifor: We will give it a try and see how it works.

Surveillance Camera List Update:

Unifor: Asked for an updated copy at last meeting, have not received it yet.

CPP: We will get back to you.

Seniority Lists:

Unifor: We still see some problems with it, especially in the Fiberline, with Department and Line Seniority.

CPP: Leona is working on it.

Earned Time off Being Used By Contract Year End:

Unifor: Any issues with getting everyone through?

CPP: No issues

3<sup>rd</sup> Class Tickets:

Unifor: Still waiting for the information on those who are of concern in obtaining their 3<sup>rd</sup> ticket as per policy.

CPP: Will look into.

## **NEW GRIEVANCES:**

**20-01:** Company not providing job descriptions to job evaluation committee.

Unifor: We are having trouble getting current job descriptions. The collective agreement lays it out quite clearly this is to be provided.

CPP: We have sent them

Unifor: Can you resend them and they need to be current, if there is any question you can request the latest copy from the board. We will put this grievance into abeyance to the evaluation working as it should.

CPP: Ok.

**20-02:** Suresh K, not allowing to report to work.

Unifor: Effectively Suresh was layed off when the company decided he was not fit for work. Why was the Union - not informed and we looked at modified duties?

CPP: Suresh did not sign the medical release to the company.

Unifor: The request was not reasonable. This was a mess and the Union needed to be involved earlier.

CPP: We had several meetings with the Union.

Unifor: We ask that the grievor be made whole for all the days he was restricted from working. (Dec 8,9,14,15,16,17,22,23,34,25,30)

CPP: Some of those days he took holidays

Unifor: Only because he was not allowed to come to work.

**20-03:** Tim B, Unjust discipline - Lockout of liquor heater.

Unifor: Very unfortunate that the system didn't work in this case. Did the company follow through and provide further clarification on lockouts and responsibility?

CPP: Yes the foremen talked to the crews.

Unifor: The implementation of TK Pro has resulted in the loss of some valuable information. Why was there no union representation at the discipline meeting?

CPP: Couldn't get anyone in.

Unifor: Glen or Ben never got a call; we do come in for things like this.

**20-04:** Tim L, Unjust discipline - Attendance management.

Unifor: In 2018 Tim missed 4 days, 2019 missed 3 days - seems reasonable, what is the problem?

CPP: He passed the threshold of hours missed. He was off the program Jan 1<sup>st</sup>. Attendance management is not discipline.

Unifor: Being made to provide Doctors notes for every sick day is discipline - members who are required to do this face extra scrutiny and run-a-round which nobody wants. How does the Union ensure that the program is fair and unbiased?

CPP: We don't need to discuss it with the union.

Unifor: You say he was off Jan 1<sup>st</sup>, yet Tim tells us that he understood he was on it till June of 2020. Not right for people not to know what the deal is.

**20-05:** Failure to Notify - ongoing,

Unifor: Generally, the company is not complying with the contracting out notification provisions in the CA. The union will provide specifics up to the time the grievance is resolved by agreement or by an arbitrator.

CPP: Is that why we never got a grievance for the aerator issue?

Unifor: Yes, to date we have to 2 examples of this, Bishop on the heater, and 131-067 aerator.

(at length discussion took place on resolution of notification grievances and moving forward)

**20-06:** Brian P, restricted from work.

Unifor: Brian had no where to go, his doctor had him fit for duty, but the company would not let him report to work. When he applies for WI, his doctor will not fill out the paperwork because he is clear to work, yet the company will not cooperate in getting his WI approved.

CPP: Couldn't let him come to work, we had concerns over a comment on one of the forms.

Unifor: Again the union should have been involved. Why don't you just pay the WI and lets move on.

CPP: We won't be doing that.

**20-07:** Jeff B, Unjust termination, duty to accommodate.

Unifor: In this case, the union has not been kept informed what Jeff's status was. Our questions were not answered

CPP: You didn't ask at the meetings. Jeff wouldn't respond to us.

Unifor: We had no idea there was a deadline for Jeff, you had no concerns on Jan 27<sup>th</sup>.

CPP: Did you communicate with Jeff outside what I asked you to?

Unifor: We were waiting for specialist report

CPP: Typically 1 month to correct, 6 months we still don't have a plan. What he told us we could never confirm - went on too long.

**20-08:** Larry S, Unjust Discipline.

Unifor: Considering his record and the circumstances the discipline is excessive.

CPP: Discipline stands.

**20-09:** Pension Calculations grievance.

Unifor: We have been chasing this around for quite a while, and still can't get a straight answer on this.

CPP: Everything on the company's end looks fine.

Unifor: We should be able to see that, we had sent a number of emails asking for explanation, and to date never heard back.

CPP: We will look into.

**20-10:** Mike M, Unjust discipline - denial of union representation.

Unifor: The discipline is excessive considering the circumstances.

CPP: The discipline stands.

Unifor: Why no shop steward when Mike was sent home Monday morning?

CPP: Felt that Mike was avoiding, and Mike had not reported to work yet.

Unifor: Monday morning I passed Mike's supervisor at the gate no reason he couldn't have used me as a steward.

**Other Issues:**

**Year End Carry Over of Eaned Time Off:**

Unifor: Company ok with carry over as per the CA for those off on WI/WCB?

CPP: Yes, we have gone over it and it looks ok.