



Standing Committee Meeting Minutes

Nov 19, 2014 3:00 to 5:00 pm Administration Board Room

Present: Dave Needham, Ben Ruether, Doug Carey, Dan Wilson, Cody Crick, Tony Christy, Glen Barker, Nicole Davis

New items:

1. #14-11 Marty Sportak, unjust discipline (2 day suspension for air lance incident).

Unifor – Did the Company meet with Marty to develop a return to work safety plan? Have the recommendations been followed up (valve replacement, safe work instruction for blowing down equipment)?

CPP – Marty's safe work plan has not been developed yet, however it will be completed as soon as possible. Other recommendations are in place.

Unifor – In 2013, it was recommended that a dead man kill switch be installed on the air lance, to prevent such incidents from happening. Due to the Company's failure to follow up on past recommendations and delay in follow up, Marty's discipline did not warrant a 2 day suspension.

CPP – The level of discipline Marty received is due to the progressive nature of CPP disciplinary process. Marty has a record which warranted a higher level of discipline than someone else with a clean record who may have been involved in a similar incident.

2. #14-13 – Dave Dotto hold over O/T

Unifor – James O'Flynn was the day shift Field Engineer on the power boiler. He was working with Quadra or Master Blasters and was asked to stay over. Dave Dotto is unsure if the company followed the call in procedure, thinking perhaps it would have fallen under needing "extra help". We reviewed and think it was done correctly, however we want to make sure supervision understands and applies the call in procedure consistently. We would like to make the call in procedure from 2008 more clear, with examples, so that it is followed consistently.

CPP – Yes, the call in procedure was followed correctly. Since James was fully entrenched in the job at hand, it was necessary he stay over to complete the job. It is agreed that the call in procedure be followed consistently among supervisors and we feel that this has significantly improved of late.

Action item: Union, Dan and Tony will review/revise call in procedure and bring to next standing committee.

3. #14-14, Don Sankey, unjust discipline (1-day suspension on de-sup).

Unifor – The discipline for Don lays out that he was not cooperative with the investigation process as well as did not turn on the de-sup when significant steam was present. At no time during the investigation process did Don intend to impede the investigation. During the discipline meeting the company stated that 120,000 pounds of steam flow was “significant” and the desup system should have been brought on when crossing that mark. Trends show that during the time in question the 160 pound steam flow was only 40 to 50 thousand pounds. Don is not clear on what he did wrong, or what should be done differently in the future, other than ask for help when unsure.

CPP – A very thorough investigation was conducted around the incident involving Don. Firstly, the investigation showed significant steam was achieved by 3pm when his field operator opened the valves for the attemperation system. Nothing changed by 5pm when Don turned on the attemperation pump. Secondly, Don hindered the investigation by first refusing to attend the investigation until directed to do so and then he reluctantly responded with sarcasm and one word answers. Don’s behaviour was clearly uncooperative and this is not the first time. Finally, Don has not accepted that he has made a mistake. Investigations are important to both the mill and our employees to ensure circumstances are corrected to prevent repeat incidents.

Unifor – Will the company meet with Don and a Union rep to clearly explain what was done wrong and the future expectations? It’s the Company’s and the Union’s responsibility.

CPP – Tony/Dan will ensure a follow up meeting is held with Don to ensure he understands his error and what to do differently in the future.

4. #14-15 – Unifor 1115 – Right of first refusal for temp moves in Steam Plant.

CPP – The move referred to in the grievance did not happen, are you looking for what we will do in the future?

Unifor – We want to know if current practice will be respected in the future for the Steam Plant.

CPP – In regards to Field Engineers we have allowed in the past, but that doesn't mean it won't change in the future. Discussion to continue next Standing Committee meeting.

Additional items:

1. Internet privileges for Union executive.

Unifor – The union executives would like to have more access to the internet. Websense is blocking us from websites such as the Union's Shaw Webmail, as well as on some computers, transportation of dangerous goods safety information.

CPP – We are not prepared for this conversation today. Will discuss next meeting.

2. Dave Strang is now qualified as CREII – rate of pay and crew change.

Unifor – When will Dave Strang be moved?

CPP – Dave will be moved sometime after Christmas (to be determined). Topic can be further discussed at another meeting.

Unifor- If the Company elects' to delay the move, we expect that the Senior member (Dave) be paid the same rate as the Junior member, when the junior member is providing CRE relief.

3. Cleanliness and noise in the Steam Plant Control Room

Unifor – Cleanliness is not acceptable. Please review schedule again. Additionally, no one likes the ceiling (paint it a darker colour), the lights are too bright (dimmer does not go low enough), and the sound in the room is way louder than it used to be which is agitating.

CPP – Some operators have a different opinion on the colour of the ceiling, but the other items have not been brought to our attention. We will review the cleaning schedule, and look further into lighting and noise concerns.

4. Training in the Steam Plant line of progression.

Unifor – There should be more communication between the Supervisor, mentor and co-workers in regards to trainees. Everyone has a different approach in supporting trainees and trainees have different personalities too. The young guys are inexperienced and when the old guys move on, the company will be in big trouble. The supervisor's should be on top of the trainees to make sure they are obtaining sufficient experience.

CPP – Feedback is well taken and is always welcomed. The training coordinator is very important to the department.

Signature on File

Ben Ruether
Union Representative

Signature on File

Nicole Davis
Company Representative