

Minutes of Joint Standing Committee:

Meeting came to order at 10:40 am on May 5, 2023.

Attendance: Mark Evans, Patrick Service, Mark Gestrin, Steve Schneider, Keith Dillabough, Jordan Wagner, Mike Byers, Troy Merrifield, Ken Churchill, Darren McCrabb

Union Agenda

Vacation Schedule

- Union: Still waiting for an answer from the company regarding our request to have a posted vacation schedule:
- Company: Yes, the person we need to speak with is off currently.
- Union: Any idea as to how long they will be off.
- Company: Expecting they will be back in the next couple of weeks'
- Union: On a similar subject who is dealing with the vacation schedule while they are off, as the Local has heard that no one is taking responsibility for vacation scheduling.
- Company: What's the problem?
- Union: People wanting to move vacation is one of the problems we have heard about. They asked for a week in August and were told by scheduler that it wasn't their responsibility but the responsibility of the scheduler that was off.
- Company: I can see August being confusing as the individual may be back by then.
- Union: Either way someone must deal with it regardless.

Apprentices

- Union: We are just looking for an update.
- Company: This is the month where we wanted to get a meeting going.
- Union: Do we have a date?
- Company: No. We want to take one (1) millwright this summer then a Millwright & 1 Electrician for early next year. The idea is to select all three this year.

Training

Union: New people have been hired, when is training starting?

Company: Part one is hiring, part 2 is training. Now that we are into May we have more time. We have been targeting the machines that cause us downtime and training has started. Then we are going to focus on the spareboard and get them trained on what departments they may go into. At the same time if there are training opportunities will chip away at those as they arise.

Union: What about the most recent postings.

Company: We know who the 16 are. We are releasing 3 this week. Then we will release as we get the opportunity to do it, without causing downtime.

Union: No timeline?

Company: No, hopefully in the next 2-3 weeks. Training driver in H this week however that came to an end as the trainer called in sick so already the first week we are down 50%.

Discussion followed regarding the ability to get everyone trained.

Union: Conceivably with the narrow training window there is potential that people wont be released for 6 months or after summer.

Company: We have 12 sets of training next week.

Accommodation Meeting

Union: A meeting will take place soon from what I have seen from the emails floating around. Can we get it done this month?

Company: Yes.

Division A Core Machine

Union: Rumors regarding 251 up shifting. Need more sustained scheduling of the core machine operator position. 251 requires their assistant. With 246 running they are also a support. There is only one scheduled during the week, they are quite often the first one to be pulled. Not all 246 operators are trained on the broke cart. Is there going to be a more permanent spot for the core operator?

Company: We will definitely look at what the core requirements are. It will be reviewed for sure, but I can't guarantee it.

Union: Core operator is the junior for 251, does bar up, etc.

Company: We will review however the alternative is that we accept the downtime and require the 251 operator bar up their own rolls, etc.

Averaging Report

Union: Having problems getting averaging reports, specifically for electrical. Want last averaging period by the end of next week (May 12) or we will be going the grievance route.

Overtime Call Ins

Union: Remind supervisors to inform people that when calling for OT, if they are waiting for someone to call back then let the remaining people know. There are times when people are told they to come in so the individual cancelled their plans, had a nap, made their lunch and then gets a phone call back, from the supervisor, who tells them not to come in as someone senior took it.

Ceridian/ Dayforce

Union: Dayforce hasn't been updated with regards earned time. Ceridian vacation payout didn't happen on May 1.

Company: We did hear about this, they are doing a mini pay on May 8, 2023 for the vacation pay out. Vacation sell back will be on the 26th as that was the cut off date. Further after reviewing email, vacation pay would be on the 4th.

Grievance Timelines

Union: Took the agreement that was previously agreed to and substituted 15 days for 30 in an effort to speed up the grievance timelines. Handed a copy to Company who reviewed.

Company: Missing section regarding grievance being considered abandoned if the union misses the timeline.

Union: Will send out an updated copy.

Company: How will we deal with current grievances.

Union: Everything submitted after May 5 will fall under the new requirements.

Company: Can we get agreement on Unifor letter head?

Union: Yes.

Company Agenda

Recruitment

Company: Here is an updated spreadsheet regarding the hiring process. 4 more will be starting on the 16th.

Union: What is the deal with hiring doctors, lawyers, engineers to push a broom. Seems to be a potential waste of training dollars.

Company: Looks positive from our standpoint as our mill seems to still be attractive.

Union: Is there any desire to promote from within to HR.

Company: Yes, I think this is invaluable as you bring a lot of knowledge about the business and people.

Business Update

Safety: 3 months without an accident which is good. Cost: tough start to the year. 36 page power point was reviewed

Next Meeting: July 7, 2023