



Edmonton Cement Management/Union Meeting

Date: September 5, 2023

Attendees:

Andrew Cortese (AC)	Stuart Bilodeau (SB)
Shawn Ruhl (SR)	Dustin Sandberg (DS)
Colin Roemer (CR)	Michal Simczenkowski (MS)
Ruth Skinner (RS)	Chris Wilson (CW)

Discussion:

Speaker	Item
AC	<p>Plant Operations Update</p> <ul style="list-style-type: none"> • Safety: Very good performance YTD. Everyone here and out in the plant should be proud. Safety week will be the week of September 25th. More information to follow on that. • Production: On track for plan clinker and cement production this year. We actually have more clinker in inventory than what was in the plan at this time. • Raw Mill: focused on raw mix optimization (lower sand) and consistency • Kiln: AF commissioning – crane and bins ready for end of October. Long term goal to get to 50% fuel replacement • Mills: Focus is to get reliability above 90%. EcoCemPlus sales are increasing; GMill is basically full time EcoCemPlus, we see that trend continuing. We completed trials on EcoCemPlus using reclaimed fly ash on GMill and GUL on KMill. Trend is towards lower clinker incorporation in the cement to reduce green house gasses. • Plant wide: Housekeeping is going to be a focus going forward. Getting rid of garbage and nuisance oil and material leaks. Housekeeping is everyone’s responsibility onsite. We are preaching this to the supervisors, and this will cascade down to the teams. • CCUS: Pilot plant is running on and off. Second pilot plant expected by year end. The pilot plants allow the project team to test different technology on the flue gas to help make decisions on what will be used at the full scale plant.
AC	<p>2024 Forecast</p> <ul style="list-style-type: none"> • Not good news. Site C is coming to an end this year and there is no mega project behind it. The federal interest rates rising appear to be putting a damper on construction. If that transpires, we will see a significant decrease in sales. Especially in Q1. Temporary layoffs are probable. Please be aware and plan for this. We will keep you updated if things change.
SB	<ul style="list-style-type: none"> • We would obviously like to see our members working as long as possible. Could be a good opportunity to focus on housekeeping, etc.
SR	<p>Outage Schedule</p> <ul style="list-style-type: none"> • January KMill – dust collector bags • February FMill – Inch drive coupling replacement • March GMill – FK Compressor motor upgrade • April Kiln – VFD upgrade on cooler baghouse fan. Typical 35m of refractory including a trial of Spinmag88 brick



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	<ul style="list-style-type: none"> • May HMill – reprofile bull gear to reduce vibration • Delivery timelines are still a big issue. Many items that used to deliver in 8-10 weeks are now 8-10 months.
SB	<ul style="list-style-type: none"> • With the potential inventory outage in Q1 maybe we can look at doing more work in house over a longer period.
SR	<ul style="list-style-type: none"> • This is something we are considering
SB	<p>Compressed Work Week</p> <ul style="list-style-type: none"> • We would like to consider the possibility of changing dayworker and trades schedules to a compressed work week. Many employees have brought it up as a way of improving work/life balance.
AC	<ul style="list-style-type: none"> • Would require a significant number of changes in the Collective Agreement. We think this is something better left to bargaining.
SB	<ul style="list-style-type: none"> • A trial of this was done in the early 2000s
AC	<ul style="list-style-type: none"> • How were contractors and overtime handled/addressed for the off day?
SB	<ul style="list-style-type: none"> • I am not sure.
SB	<p>Cadomin Union Meeting</p> <ul style="list-style-type: none"> • I plan to go up to Cadomin on September 20th.
AC	<ul style="list-style-type: none"> • Would you like us to get you set up with TEAMS to do this in the future? Would save the long drive.
SB	<ul style="list-style-type: none"> • That is something we should look at going forward
SB	<p>Position Qualifications</p> <ul style="list-style-type: none"> • We would like to know if the company would formally consider relaxing the qualifications in the CBA. There are times where nobody who is applying meets all the qualifications.
CR	<ul style="list-style-type: none"> • We reserve the right to utilize the qualification language in the CBA. The language speaks to “or equivalent” we will look at that on a case-by-case basis.
SB	<ul style="list-style-type: none"> • Our concern is if someone doesn’t apply because they don’t meet the qualifications and then the job is awarded to a less senior member who also doesn’t meet the qualifications
AC	<ul style="list-style-type: none"> • Our recommendation is everyone should always apply to any role they hope to get. Regardless on if they meet the qualifications or not they should still apply.
SB	<p>Maintenance Callout Sheets</p> <ul style="list-style-type: none"> • These were previously posted so people could see if there was a maintenance callout the night before. We would like to see this practice again.
RS	<ul style="list-style-type: none"> • The overtime refusal list cannot be posted as is. It has everyone’s phone number on it which cannot be posted because of privacy
SR	<ul style="list-style-type: none"> • We will see if we can come up with a system that has the information without the phone numbers
SB	<p>Training Matrix</p> <ul style="list-style-type: none"> • Some members believe they are missing things they are trained on in the matrix
RS	<ul style="list-style-type: none"> • The matrix was transitioned to a cloud based software earlier this year
AC	<ul style="list-style-type: none"> • If individual employees feel there is missing or incorrect information on the matrix they should bring it up with their Supervisor and it can be addressed
DS	<ul style="list-style-type: none"> • Some people don’t know that their training is missing from the list



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CR	<ul style="list-style-type: none"> We will work on pulling the data and giving it to the supervisors to review with their teams. That way everyone can know where they stand.
MS	<ul style="list-style-type: none"> Sometimes someone was trained on something many years ago and may just need a refresh
SR	<ul style="list-style-type: none"> It depends on the item, certain certifications like mobile equipment are clearly regulated and expire. Other items may be more in house.
SB	<p>Unsafe work procedure</p> <ul style="list-style-type: none"> Concern raised that historically workers had refused because they had felt it was unsafe which was reassigned to another worker without disclosing or addressing the safety concern and completed.
SR	<ul style="list-style-type: none"> Any concerns brought to a supervisor will be reviewed, and plans amended to make the work safe to execute. If the concern is regarding working conditions section 12.03 will be followed. If after discussing with a supervisor an employee still feels the job presents a serious and immediate threat to their health and safety, they should refuse the work and it will be investigated by the joint health and safety committee.
SB	<ul style="list-style-type: none"> The union's position is that trades should not be directed to do cleanup activities (shoveling)
AC	<ul style="list-style-type: none"> We have a right to ask all employees to clean up. Sometimes it is a required and important part of the repair.
SB	<p>Apprenticeships</p> <ul style="list-style-type: none"> Last we talked there was consideration of an apprenticeship
AC	<ul style="list-style-type: none"> Was put on pause due to the extended expected downtime in early 2024. Will re-evaluate after Q1 2024.
SB	<p>Contracting Notifications</p> <ul style="list-style-type: none"> We would like to see a written notification system that includes number of contractors onsite and expected shift lengths.
SR	<ul style="list-style-type: none"> We are informally doing this now. Daily telling the maintenance crew who is onsite in the toolbox talk. We will look at creating a documented system that is easy and not too cumbersome.
SB	<p>Alternative Fuels</p> <ul style="list-style-type: none"> Which area will it fall under
CR	<ul style="list-style-type: none"> The ground section will be part of the Crusher Attendant area. The multiflex in the PHT will be part of the Kiln Attendant area.
AC	<ul style="list-style-type: none"> This system is impressive. It's the Cadillac version. It cost 6 times as much as the Delta system.
DS	<ul style="list-style-type: none"> The guards on the conveyor make it hard to see the belt and sometimes come off
SR	<ul style="list-style-type: none"> Good to know about the guards. Will look into if we can swap to a better design.
SB	<p>Carbon Capture Trial</p> <ul style="list-style-type: none"> How long will it go and is there any work
AC	<ul style="list-style-type: none"> Current MHI pilot will run the rest of the year. New Shell pilot onsite before year end and run most of 2024. If the government funding commitments come through, we would begin construction of the actual plant by 2025. The pilot plants are being run by the CCUS team. They will not be part of the Cement Plant duties.
SB	<p>Bulk Rail</p>



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	<ul style="list-style-type: none"> • There are 2 temporary bids over a year old. Past 90 days.
AC	<ul style="list-style-type: none"> • We have a notification process going forward for temporary bids that we want to extend past 90 days. We will likely be scaling back bulk rail when the weather starts changing here in a few weeks. We don't see a need to make a change now for such a short period.
SB	<ul style="list-style-type: none"> • We will probably discuss more at our September meeting.
SB	<p>New CBA books</p> <ul style="list-style-type: none"> • We have noted a few changes that we see
AC	<ul style="list-style-type: none"> • Thank you for these. My understanding is that we are still waiting on the Eckler pension letter. I'll follow up and see if we have received it.
SB	<ul style="list-style-type: none"> • Kevin S doesn't think we need the letter for the books.
AC	<ul style="list-style-type: none"> • Kevin S can discuss with Stephen A if he has a different opinion.
SB	<p>Other items</p> <ul style="list-style-type: none"> • Here are some responses to the grievances we have been discussing
AC	<ul style="list-style-type: none"> • Thank you we will review and get back to you as required
SB	<ul style="list-style-type: none"> • Water truck – we still believe should be paid at the utility rate. Will be switched to road chip truck in winter
AC	<ul style="list-style-type: none"> • I will review again
SB	<ul style="list-style-type: none"> • Day of Reconciliation is on a weekend this year, when will it be observed for day workers?
RS	<ul style="list-style-type: none"> • On the following Monday
AC	<ul style="list-style-type: none"> • Next Meeting Date?
DS	<ul style="list-style-type: none"> • November 29th tentatively. We will confirm and get back to you.

Signed:

	
Andrew Cortese Plant Manager	Stuart Bilodeau President Lodge D359