**Edmonton Cement Management/Union Meeting**

**Date: December 4, 2023**

**Attendees:**

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| 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:**

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| **Speaker** | **Item** |
| AC | Plant Operations Update and 2024 Forecast   * Very good safety performance year to date. No LTI’s for almost 2 years at this point. Something everyone who works here should be proud of. * Surpassed 800,000mt of clinker produced near the end of November. On pace to have a similar production year to 2021 which was the highest over the last 5 or 6 campaigns. * Close to full in clinker silos. Will fill up shed. Will likely be full in early December. Stop for a couple weeks. And then have a short run before the new year. * Alternative fuel over 10% fuel replacement for November. Have had runs days over 20% when we have the supply. Target for 2024 is 40% replacement. * Ecocem+ sales significantly higher this year. Market is trending towards this in the future. * As discussed at the last meeting, the significant drop in Sales anticipated in 2024 appears to be materializing unfortunately. * Jan 1st layoff notices handed out today to approximately one third of the workforce. Layoff expected to last 6 or 7 weeks based on current sales forecast. * Will utilize this time to do maintenance with our own people that would typically be done during the shutdown. Same in Cadomin. Will then run limestone trains all April when the weather is a little warmer. |
| SB | * We believe there is work for our members. Would like to see time used for training, clean up, mechanical helpers, etc. |
| AC | * Understood |
| SR | JH&S Committee   * We would like to reinvigorate meeting |
| DS | * Monday would be best day of week to hold meetings going forward. Works the best for shift changes. |
| DS | * Utilise Union executive committee as alternate if someone not available from Health and Safety Committee - Monday / Tuesday Dayshift Week 1 |
| SB | * Joint Health and Safety Committee—the Union members are Mike Terney, Kirk Blue, James Sutton and Clayton Hunt (Cadomin). |
| AC | * What if someone is not available? Do we have alternates? |
| SB | * Executive committee members can be used as alternates if JH&S members are away. |
| AC | New Loaders and Samsara   * Two new Front End Loaders arriving in Q1 2024 * Will be equipped with Samsara fleet management software * Equipped with forward and backward facing cameras. Digitalized prechecks. Runtime tracking. Records impacts. Same software is being utilized by Heidelberg for Canadian ready mix fleet and Delta Cement Front End Loaders |
| DS | * Do the cameras record audio? |
| AC | * I’m not sure. We will ask. |
| AC | HROC   * Heidelberg Remote Optimization Center * CCC to expand to include 24/7 monitoring and assistance of plants * Will cover Process, Quality, Planning, Process Controls, and Reliability * FLS no longer to be used as a third party – in house team * 18-month rollout – no change to current Edmonton roles * Big thing will be role out of the digital tools for reporting and interaction for technical staff * Job posting out now. Team will be based in Dallas. |
| SB | Cadomin Union/Management meeting   * to take place via TEAMS Dec 18/19th |
| SB | Day Analyst Shift Change Trial   * Want to move from 07:00-17:00 hrs to 06:00-16:00 hrs Richard Gurba – change in start time. |
| AC | * We have no issue with this. Will talk to Kerry, Lorraine and Richard and begin the trial. |
| SB | WCB/Non-WCB Injuries   * Can we treat WCB and Non WCB injuries and accommodations all the same? |
| AC | * Accommodations are looked at on a case-by-case basis. * It really depends on the type of injury and the role. * There is no blanket answer |
| RS | * The processes for WCB and Non-WBC are entirely different * The most important thing is to get into see a doctor as soon as you can and make sure you get the correct paperwork filled out and submitted * Any questions come and see me |
| SB | Section 2.03 Work Performed by Supervisory Personnel   * Front line supervisors are not supposed to be re-setting things * Taking tools and parts to job sites; roller mills * Reiterate to the supervisors |
| AC | * We want our employees doing the work and the supervisors managing the work * This expectation is clear, but we can reiterate it |
| SB | Printing of the c/a   * waiting for Eckler letter? |
| AC | * Let’s talk to Stephen and Kevin next week and see where they are |
| SB | * Any update on the Pond Testing? |
| CR | * Pond results – testing – sulfate reducing bacteria – still ponds lack of oxygen – extra water has been introduced from the deep well pumps to dilute * Ground – smells gone now working on specifications of a dosing system for hydrogen – adding aeration |
| MS | * What does than mean for safety * What do we do if we come in contact with the water? |
| AC | * Wash your hands or whatever comes in contact with soap and water |
| MS | Asbestos removal   * Coring the line for the water suppression in the preheater tower and gas line into the warehouse; we didn’t see the areas taped off or signage. Maybe more communication? |
| SR | * Excel has people that are trained and certified to remove asbestos correctly * We had WorkSafe onsite to do an inspection of our asbestos removal process and they were happy what we are doing * Will follow up with Excel on asbestos signage |
| MS | * We have not seen any MSDS sheets for the alternative fuels. The smell when you are working with that stuff is not pleasant. |
| AC | * Alternative fuels do not fall under WHIMIS and therefore do not have SDS sheets. We had the same situation at Delta. * It does smell bad. That will not change. What we can do is minimize the interaction through automating and maintaining the system. |
| MS | * What kind of PPE should we be needing to be working in it? |
| AC | * For the most part PPE requirements mirror what we typically use: coveralls, long sleeves, gloves, N95 mask for the dust. * Avoid digging into a pile as much as possible with your hands, use bars, shovels, or air lances. * We have throwaway Tyvek suits in the warehouse for if we are coming into significant contact * Our other Plants and Suppliers have similar PPE requirements |
| SB | * I sent you an email a while back. We are still reviewing if the introduction of the AF system is a fundamental change that will require manning changes. |
| AC | * Okay, project is still underway. * Door automation and some of the nuisance trips with the crane still need to be ironed out |
| SB | Section 13.14   * Vacant Positions: Section 13.14 Temporary Vacancies “…positions **shall** be posted and filled on a temporary basis…” Section 13.15 Right of Company to Fill Temporary Vacancies “…may fill temporary accordance with Section 13.06…” When some is on sick…..long duration; position fill; Mark Brett; asking the more seniority day guys also being asked. * Going by seniority for extended absences |
| AC | * Our viewpoint is that the Company has the right not to fill a temporary vacancy if we choose. If we choose to fill a vacancy it is done as per the contract. |
| SB | Maintenance off loading trucks in the off hours   * This work is to be done by non-trades shift workers. * Stores in the off hours. Gate is to be kept closed. * If there is a reasonable amount of work that is required, the Tool Crib/Stores Attendant is to be called. * Maintenance group should not unloading. Forklift can be operated. * Zoom Boom training maintained by offloading by off ticketed tradesperson. * Non-trades day worker maintenance workers. Need more specifics; |
| SR | * We agree that the gate needs to be kept closed during off hours and if a part is needed we sign it out correctly so that the inventory is kept accurate. |
| DS | * We don’t want Shift Repairmen offloading trucks during off hours. We think it should be the a non-tradesperson on shift. |
| AC | * We don’t see the difference between a Plant Attendant or a Shift Repairman taking a pallet off a truck in the off hours. We are going to need some specific examples to show why this is an issue. |
| SB | * The gathering and organizing of the cement samples in the sample shack falls under the Yard Utilityman’s duties. The Union wants to confirm that the individuals performing the duties are being paid the appropriate rate. |
| AC | * Can we get back to you? |
| AC | * If there are specific examples were employees believe they are not being compensated at the correct rate they should bring them forward. |
| SB | * Section 5.04 Overtime at Two Times Regular Hourly Rate a) “…in excess of ten (10) hours in one (1) day or any twenty-four (24) hour period.” 05:00-07:00 Hrs being paid at (1.5X) should be paid at (2X) when a twelve (12) hour shift is worked. (Dale Simpson 1998? Mediator) When working a ten (10) hour shift from 05:00-15:00 Hrs the hours between 05:00-07:00 Hrs are paid at (1.5X) the regular hourly rate. * We believe if a worker works overtime on one day and then comes in at 5am the next day the hours from 5am to 7am would be paid at double time. |
| AC | * Do we have specific examples of us not paying someone at the correct rate? Again I think if there are specific examples were employees believe they are not being compensated at the correct rate they need to bring them forward. |
| SB | Section 13.09 Temporary Discontinuance & Temporary Layoff.   * Let’s make sure we stay in contact to reduce the number of issues before they occur. Want to highlight the importance of the 80 hours scheduled when shift changing. Not including OT. |
| SB | Contractors performing bargaining work. Cleaning windows and awarded makeup time to yard crew. |
| AC | * We already settled this and agreed to disagree on the past practice, correct? |
| SB | * Yes, we just wanted to reiterate our position |
| CW | Employee Morale   * Any plans to extend the parking lot or the locker room? |
| AC | * No plans to pave more parking currently. Locker room showers are going to be renovated this month to create stalls. We also did a significant repair to the lab roof. Those were the two larger building upgrade costs we are doing within the Plant this year. |
| CW | * Looks like there are renovations happening in the head office. |
| AC | * That office falls under Corporate and is not part of the Plant operation |
| MS | * Safety week hot dogs and Christmas party have been on dates that work for C and D crews the last couple years. Can we keep it fair and align them with A and B crews next year. |
| RS | * I can mention to the Christmas Party planning committee next year to see if they can secure a date that works for A and B. May not be possible depending on venue availability, but we will request. |
| SB | * Would like to see a Christmas Kids Party with the younger workforce. Would be fun. |
| CR | Alternate fuels update   * Automation of the doors is expected to be complete this month * We are working with the suppliers to reduce oversized rejects – City of Edmonton is reducing their screen size for this * Looking at adding a 4th agitator to the multiflex to reduce bridging * Big fin of steel we found issue resolved by supplier – they are replacing the drag chain this came off * Multiflex is slightly underfeeding so we are working with the supplier to correct * Also working with crane supplier to eliminate the nuisance trips |
| All | * Next meeting scheduled for Monday, March 11, 2023 at 10am. |

**Signed:**

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| Andrew Cortese  Plant Manager | Stuart Bilodeau  President Lodge D359 |