

**Standing Committee Meeting #444  
Administration Board Room**

**March 11, 2010**

In Attendance: Steve Bird, Jason Bourguignon, Dave Needham, Shawn Doucette, Ben Ruether, D'arcy Laird, Brian Bush, Angelo Sia

**1. Company Schedule Remaining Time Off for Employees**

CEP – The Union's position is that it's the company's responsibility to schedule all remaining unused time off for employees as per page 42 of the Local Agreements. Therefore, no time should be forfeited or paid out.

CPP – No action has been taken to schedule time off because we typically don't find it necessary to do so. Unused stat time and banked time is paid out.

**2. Grievance #10-02, COE for Huska**

CEP – Huska is no longer just an owner operator. He has additional backhoes and employees. Therefore, the Grandfathering clause no longer applies and COE is payable.

CPP – The work itself is still exactly the same and therefore the Grandfathering is still in effect and COE is not payable.

**3. Grievance #10-03, COE for Harper Sheet Metal**

CEP – During area shut two people were doing the work. The language around grandfathering only applied to owner operators. Therefore, COE is payable.

CPP – Grandfathering applied to companies that had done previous contracting to COE. Therefore, COE is not payable to Harper Sheet Metal.

**4. Grievance #10-04, COE for Prato Insulation**

CEP – There is a CEP employee on site that does insulation work. This work is conducted all the time. COE is payable on this work.

CPP – The spray method that Prato uses is not of a nature that our insulator does. COE is not payable.

## **5. Grievance #10-05, Moleski seniority grievance**

CEP – Would like to defer this grievance to the next meeting.

CPP – Agreed

## **6. Discussion Around Summer Students**

CPP – The Company has not made any decisions around the numbers of students to be hired or what departments they would be working in.

## **7. Seniority Lists**

The union was given two seniority lists (mill & departmental). Fibre line is also working on correcting some mistakes and inconsistencies within their lists.

## **8. Payroll Mistakes**

CEP – Employees are usually told they have to wait until a pay mistake is corrected. This can be a hardship for some members. They need to be corrected quicker.

CPP – If there is a significant pay mistake, contact HR and we will investigate. In some cases we will try to have it corrected before the next pay period.

## **9. Call In/Overtime Procedure for Material Handling Department**

CEP – We would like clarification around the call in procedure for the Material Handling Department. The union requests the written call in procedure for the department.

CPP – We only have a procedure for the shift guys. It does get a little confusing because we have day crews and shift crews that share equipment. A copy of the shift procedure will be forwarded to the union.

## **10. Fatty Acid Pump**

CEP – Has there been any procedures developed for the Fatty Acid Pump. There seems to be a lot of confusion around who is responsible and what guys are supposed to do.

CPP – There are no written procedures. Guys coming over from the Steam Plant are supposed to check in with the Bleach Plant so the B/P guys are aware if they need to do a sweep, etc... Steam Plant crews have also been instructed to clean up any mess they make. We have had issues with being able to pump properly, but we have a better quality fatty acid coming in and these issues should be resolved shortly.

## **11. Major Shutdown Lockout Discipline**

CEP – Have there been any changes to the policy as far as lockout disciplines are concerned. The union has heard the company will be more harsh for infractions.

CPP – There have no changes to how the company will deal with lockout infractions.

## **12. Material Handling Posting**

CPP – The Company will put up a posting for Material Handling as we expect to have a LTD vacancy. In the past we have protected the successful applicants seniority at his previous position. After one year if the employee returns from LTD the bidder would be bumped and he would exercise his seniority.

CEP – The union is a little unsure of the process, but generally understands the principle.

Note: It was later agreed a permanent posting would be put up.

## **13. Parking Lot Issues**

CEP – There seems to be a lot of contractors parking down at the main parking lot. Also people not respecting the proper traffic flow of the lot.

CPP – We will try to remind people of the proper traffic flow. If the lot gets too crowded we will start instructing contractors to park at the upper lot.

## **14. Implementation of OT Equalization**

CEP – There seems to be an issue with marking of refusal hours properly.

CPP – Specific examples need to be taken to Dave Needham and they will be looked into.

## **15. Steam Plant Proposal**

CEP – The union's proposal to address some steam plant issues was formally submitted to the company through the Standing Committee.

Signature on file  
Ben Ruether  
Union Representative

Signature on file  
Jason Bourguignon  
Company Representative