

**Standing Committee Meeting #454
Administration Board Room
November 24, 2011**

Present: D McRae, J Bourguignon, Tim Richards, J Grant, B Ruether, D Carey

1. Maintenance Overtime Call List

Union: The guidelines for the maintenance call in list changes have been accepted by the union. The union asks that company now implement the changes. The union also asks that the company come up with guidelines for the other departments in the mill.

Company: The company will forward this information to Dave Needham. The company, at this time, does not have a comment on the request expand the guidelines into other departments.

2. Grievance 11- 41 Service Bio Washer COE

Union: The work that the contractor is doing on this parts washer is work that millwrights/oilers could do and in fact already do similar work.

Company: This parts washer may be different than others in the mill and require slightly different procedures but we understand the work to be fundamentally the same i.e. cleaning the parts washer. CPP employees have not done this type of work in the past.

3. 4th Class Posting Steam Plant 11-43

Union: There are some meetings scheduled in January to discuss this issue. However, the union will still submit this grievance to keep the issue alive.

Company: Accepted

4. Grievance 11-44 Viable Carpenter Numbers

Union – First, the union would like to know if CPP has an agreement with Ski-Hi for employees to automatically show up to CPP on a daily basis. The union would also like a list of hours worked by contractors on carpentry type jobs. Also, that CPP hire additional carpenters to reduce the number of contractors.

Company – CPP is not prepared to give the union the hours worked by contractors. The company is not prepared to add additional carpenters. We will inquire about any agreement the company has with Ski-Hi about their employees reporting to work at CPP.

5. Grievance 11- 46 Rail Track Repairs

Union: CPP at one time had a track crew that did these types of repairs. The track crew was at CPP until about the mid-80's.

Company: This particular repair is not the type of repair that our guys currently do. There is a difference between what is currently done by CPP and what this crew was doing.

6. SCBA Training

Union: Where is the company with this training.

Company: The QVF has agreed to do a train the trainer type program for us. This is not a certified type of program as it does not exist for SCBA's. The company will present a plan as to who will be trained shortly.

7. Internet Access

Union – The union executive can no longer access their website through the internet. Is it possible for the union executive to have access.

Company: We will look into why it is being blocked.

8. Changes to Boiler Branch Test Writing Requirements

Union: Does the Boiler Branch now require people to complete an approved program before they can write government exams for 4th class tickets.

Company: Yes, this was changed about 18 months ago, Their website will tell you which programs and from which schools they will accept.

9. Steam Plant Accommodations

Company: In September the company gave 3 Steam Plant employees letters explaining the steps to take if they require a permanent accommodation. To date only 2 have responded. The information received was not adequate for an accommodation to be considered. The steps must be followed for an accommodation to be considered. If not, the

employees will be required to fulfill all the duties of their jobs. Why is this not moving forward.

Union – The 2 employees that provided information believed it to be adequate and no one has told them otherwise.

Company: The company, union and employees will then have to meet together in order to explain the process.

Signature on File _____

Ben Ruether

Union Representative

Signature on File _____

Jason Bourguignon

Company Representative