

**Standing Committee Meeting #447
Administration Board Room**

August 26, 2010

Present: D. McRae, S. Bird, J. Bourguignon, C. Esplen, D. Carey, D. Laird,
B. Ruether, G. Barker

1. D Carey Grievance 10-18

Union: The union stated that D Carey was told to move mud from a washer by his supervisor. Doug had informed his supervisor that this was not a good practice. The steam plant was not told of any issues by the material handling department. The "spill" occurred over two shifts and was not stopped until 11am the next morning.

Doug was given a written warning for deviating from SOP? How did he deviate? The operator feels that he completed all the tasks as required.

The union requested a copy of the RCI investigation.

Company: The CRE is responsible for his equipment and did not ask for a field engineer to check the area. There was a high level alarm and the CRE should have had a check completed. He was aware of the possible high level due to the alarm.

The warning was due to cumulative issues. Doug needs to pay close attention to his work. Especially when operating in abnormal conditions. The warning will not be removed.

The RCI investigation is available in lotus notes and has not been completed to date.

2. Jeff Campbell Floaters Grievance 10-19

Union: The Union presented a case where Jeff had wrongfully forfeited his carried over floaters after two years. Jeff did not come into the mill and was hard to contact while off on WI prior to the end of the vacation year.

The contract has wording that the Company must schedule these floaters. This was done for B Bush and C Spampinato When they were off on WI.

Company: The Company and Union agreed to the forfeit of floaters in the 1991 negotiations for 2 year carried over floaters. The employee had ample

time to come into the mill to try to reschedule these floaters to other days off etc. He did not do so. The other employees mentioned by the union worked out to carryover or reschedule under normal circumstances. They were not paid out.

If the Union wishes to get these floaters paid they should approach the Company using a different argument other than contract language.

3. **Overtime Equalization make up time**

Union: The Union is concerned that employees in other departments are given make up time for errors in calling in employees for overtime assignments while the R Nelson make up time grievance is scheduled for arbitration. Is there a difference in policy between departments?

Company: R Nelson was given the opportunity for make up overtime. He chose not to accept this make up time offer.

Union: Right the issue with R Nelson was that the make up opportunity was one that would normally provide an overtime opportunity.

Signatures on file

Ben Ruether
Union Representative

Signatures on file

Jason Bourguignon
Company Representative