

**Standing Committee Meeting #459
Administration Board Room
December 17, 2012**

Present: J. Bourguignon, D. Needham, C. Esplen, T. Christy, D. McRae,
B. Ruether, D. Carey, B. Bush, M. Harrold, R. Meisner, G. Barker,
G. Dickie

1. Vacation Scheduling Grievance 12 -28 D Doerksen

Union: This grievance centers around an employee on shift who put in a request for vacation on a Saturday. His Supervisor denied the time off due to time limits. The vacation book was not full and the request was for regular time off on the next Saturday. The employee did not feel it was necessary to explain why he wanted the time off.

Company: The request was reviewed on the next Monday. There was an area shutdown that week and the department did not have coverage available. The Company will try to do what they can to cover vacation but the employee did not share the reason for the request. The Company will not schedule regular overtime to cover vacation. If the request was known on Friday the Company may have been able to arrange days off differently to allow the request. Discussion between the employee and the Supervisor could have resolved the issue earlier.

2. Grievance 12 – 29 Temporary Employees Grievance

Union: The Union has the list of employees hired for the last area shutdown. There are several of these employees who could have continued to work after the shut but were laid off and contractors continued to work on the R8 project. The Union requested this grievance be held in abeyance until the decision on the arbitration on this subject is known in the near future.

Company: Holding this grievance in abeyance until the decision is made on the outstanding grievance is accepted.

3. Grievance 12 – 30 Gamache Feeding Hog

Union: The union requested that this grievance also be held in abeyance until the decision from the latest arbitration is known. Material handling could do this type of work on overtime and the Company is estopped from this practice.

Company: The Company hopes we hear from the arbitrator on this subject shortly. Holding this grievance in abeyance is acceptable.

4. Grievance 12 – 31 Gamache Moving Hog

Union: Same as item 3

Company: Agreed

5. Grievance 12 32/33 Electrical/Instrument Manning

Union: The Union asked for make up time for workers in these departments who did not work overtime on the weekends while the contractor completed overtime work on the R8 project. Some of the CPP crews were working on tubing up in the commissioning and were interfacing with the contractor. It should not have been too difficult to have CPP crews do some of this or other weekend work during this time period. The CPP crew needed to know how this equipment is set up to do lock out etc. and this was a good opportunity for learning.

Company: The Company realizes that this is a concern when contractors need to work overtime to complete this type of tie in work. The project crew cannot have the project disrupted by trying to insert our crew in on an ad hoc basis. The Company tried to give as much work as possible to the crews in question.

6. Grievance 12 – 36 Gamache Pushing Hog

Union: Same as item 3.

Company: Agree.

7. Janitorial Service

Union: The union asked if the bid request for a new janitor service provider involved a drop in service for control rooms, washrooms and lunchrooms. There is an issue with the cleanliness of the floors in the steam plant control room already.

Company: The purchasing department has asked for bids on the provision of janitorial work on the same level as work performed by the janitor contractor today. The Company will check on the issue in the steam plant control room.

8. Day Utility Steam Plant

Union: What is the purpose of the day utility in the steam plant. The current employee is working on hog cleanup. This employee is generally training up as a utility and field operator.

Company: This day utility is an extra position at this time and is assigned for hog galley clean up, labour and training relief. The manning has settled down in the department and there is a plan to have this employee trained up as recovery field engineer in the new year. The extra labour for dust control would be from the labour pool.

9. Defibrillator Training

Union: The union stated that this issue was not a grievance as yet but were concerned that one employee was given training on the Defibrillator and therefore given more overtime training opportunity than the rest of the crew.

Company: The Company was following the resolve from the step 4 meeting on this issue agreed in the past. The next training will be scheduled when we have 3 first aid personnel on days and the trainer should be on regular pay.

signature on file

Ben Ruether
Union Representative

signature on file

Jason Bourguignon
Company Representative