

Standing Committee Meeting #428
March 23, 2006

Attendees: Jason Bourguignon, Dave Hardman, Charlie Esplen, Steve Bird, Keith Carter, Ben Reuther, Jack Grant, Steve Yaffe

Grievances

1. Failing to routinely clean chip and hog handling areas.

Union – By not cleaning these areas routinely the company is jeopardizing production and our jobs. This areas are not getting any better, the union believes the company is low on manpower.

Company – We do not believe we are short on manpower. The cleanup plan is in place and we have to make sure the plan is carried out. We have also added headers in areas to make the Super Sucker more efficient. We are also planning to build the chip piles differently.

2. Larry Fex

Union – Upon Larry's return to work from his medical leave he was assigned as a day worker, instead of his regular shift. This is a violation of seniority and is seen as a form of punishment. This cost him financially, therefore the company should be paying him for the time spent on dayshift as a shift worker.

Company – The company had a right to evaluate Larry to ensure he would physically be able to handle the time spent on shift. He was off work for a year with hip replacement surgery and was only placed on dayshift for a short period of time (1 ½ weeks).

3. 12 hour shift agreement/removal of instrument mechanic from shift

Union – By not replacing the shift instrument mechanic the company is in violation of the 12 hour shift agreement.

Company – The 12 hour shift agreement is no guarantee of hours of work, nor does it say we need to replace manning when the work is not there. The 12 hour shift agreement is not a manning agreement.

4. Job Posting/Bids into Production

Union – The company posted for only one but ended up taking two. The company should be reposting for the second position. It has not been past practice to fill postings in this manner.

Company – The second spot was filled within 29 days of the posting. The Collective Agreement language allows vacancies to be filled in this manner.

5. Supervisor doing B/U Work

Union – Armand Gamache was doing B/U work and in the process was injured. It was noticed that he was doing B/U work since then.

Company – Dave will talk to him.

6. Ron Gobbi Call in Procedure

Union – On the 23rd of January the proper call in procedure was not called. Ron should have received the overtime.

Company – The OT needed to be filled on short notice. Ron was called and a message was left. Ron was not heard from so the supervisor moved down the list.

7. Two P/F call in procedure

Union – Two grievances 1. 18th of February wrong guy was called in to turn water off at Britco. 2. March 5 – Bypassed the call list when only calling in B. Steele for the fire system. Other pipefitters say they can do this work and if they can't they should be trained.

Company – Will get back to them.

Other Issues

Bid Procedure for Temp Bids – There is no procedure. If someone goes off on medical and hits 52 weeks, then the job is posted.

Vacation Extensions

Walter Roessler – 120 hours

Gord Goodwin – 60 hours

Reliability Group Clarification

The Reliability Group is an extension of the Maintenance Group, not a formal department. It does not stop at Electricians and Millwrights. Those people in the group remain part of the home shop for OT and Vacations. We will need to look at how the OT in the Reliability Group Vs. the home department will be worked out.

Signatures on file.

Steve Yaffe
Union Representative

Charlie Esplen
Company Representative