

**Standing Committee Meeting #439
Administration Board Room**

June 23, 2009

Present: S. Doucette, S. Bird, D. Needham, C. Esplen, D. Carey, B. Bush, D. Nelson, B. Ruether, D. Laird, R. Meisner

1. Standing Committee Minutes

The Union would like to have these minutes issued to the mill in a timely manner.

2. Gary Knapton Issue

The Union stated that they would discuss this at the upcoming 4th step meeting.

3. Spill Basin Cleaning Grievance

The Union clarified that this issue was already before an arbitrator. Was the Company of the opinion that the result from the arbitration would apply in this case as well?

The Company agreed that the decision would be applicable in this case as well.

4. Landfill preparation grievance

The Union questioned why the Company would pay code of ethics for the preparation of the landfill in all other cases and not this time. The contractor is different but the work is the same. The union was not aware of this work from the notice given by the Company.

The Company will review the information discussed today and let the union know about the COE pay in this case.

5. Ken Rhea and Virgil Lowe overtime

The Union and the department has resolved this issue and will work out an overtime shift for these employees.

6. Training and Seniority in the Steam Plant

The Union has spoken to Dan McRae and he is looking into the training assignments. The senior employee should not be bypassed in training through no fault of his own.

7. Code 115 Charges

The union is concerned that they are being charged for union leave at overtime rates when this is not warranted.

The Company stated that the union is charged for the overtime coverage of an employee on union business if the Company incurs overtime charges for coverage. Work for the union does not count towards the work week of an employee.

The union will provide some specifics of this concern and they can then be addressed.

8. Maintenance Equalization

The Union asked for clarification of the use of estimated overtime hours and the actual hours worked on a call. Is this corrected on the OT equalization list?

The actual hours of work are reconciled on the overtime list. Refusals and acceptance are the actual hours for the call.

9. Holiday Pay Calculations

The Union had an employee who was trying to calculate his vacation percentage to his annual wages and could not reconcile the amount paid. How is this done?

The Company uses the actual gross pay each pay period and multiples this by each employee's actual vacation percentage. The vacation year last year was April 20 2008 to April 18 2009. That is pay period 10 2008 to pay period 8 2009.

10. Ralph Nelson Grievance

The union stated that Ralph was bypassed on the OT equalization list and another employee was given the overtime. The Company should have some sort of penalty in this case and make Ralph whole.

The Company agreed that a mistake had been made on the call in but the overtime equalization list would make everyone whole during the course of the year. The overtime equalization is on an annual basis and not a job to job basis.

The Union pointed out that each call is different in pay. For example a call out missed on a Sunday is worth more than a mid week call out. The employee is not made whole. Make up time has been made in the past and is reasonable in this case as well.

11. Retroactive pay

The union asked how the Company was paying for retirees and summer students who are owed retroactive pay for job evaluation.

The Company is paying those employees who retired or terminated as they contact the Company. Retirees that are receiving the bridge pension have also been paid as well as returning summer students.

The union requested a list of terminated employees.

The Company will see if there is a list of some sort they can provide the union.

12. Janitors

The dry end lunchroom table should be cleaned on a regular basis as well as the control room.

Steve Bird will look into getting this table on the cleaning list.

13. Fibreline LOP

The Company was to look into the rates of pay due to the last job evaluation and what effect this would have on the LOP.

The Company agrees to pay the day and shift production labourers the same rate of pay on a without precedent basis in this case.

The line of progression would stay the same as the past.

The union agreed to the change in rate and the make of the LOP.

14. Early Start

The union is concerned that there are individual employees who are requesting to start work early and this is being granted by their supervisors. This should not be granted unless the employee contacts the Union.

The Company does not see where this is a concern but will look into the matter.

15. Rate of Pay Steam Plant

An employee frozen in the steam plant at the FE3 rate is asking why there are other employees who are basically frozen in the same job are paid as FE4. If they are all doing the same duties they should be paid the same rate.

The department will review this situation.

signature on file
Ben Ruether
Union Representative

signature on file
Charlie Esplen
Company Representative