

Standing Committee Minutes #432
May 22, 2007

In Attendance: Rick Stuart, Daryl Nelson, Glen Barker, Steve Bird, Brian Bush, Charlie Esplen, Keith Carter, Jason Bourguignon,

1. Terry Clearwater

CEP – If Terry's record remains clear for 1 year from his suspension would the company give him a make up day.

CPP – Steve Bird had a conversation with Terry, it did include a make up day. Company will get back to the union.

2. Security/First Aid

CEP – Will be requesting a job evaluation for the Security/First Aiders.

3. Bleach Plant Job Posting

CEP – What happened to the Bleach Plant job postings, why the delay?

CPP – An extension was requested for Brian Harvey to decide if he would stay in stores. That will hold up the other bids until that is finalized.

4. Lockout Discipline for Scott Richardson/Chad Klassen

CEP – Company response for this grievance.

CPP – The discipline will not be changed.

5. Wood Supply Crane Operator on Shift

CEP – Keith Lembke was put on shift temporarily, but his job was not filled. Larry should move up into Keith's position, Virgil to Larry's and leave the hole on the bottom. Who is doing the rest of Keith's job when Larry is not doing lifts and what happens during vacation?

CPP – A move was required and it made the most sense to move Keith to shift. Larry gets the rate on Crane when his is on the crane. Larry and Virgil both already have their own positions and this is not a line of progression.

Note: Steve Bird follow up, Keith's job is left vacant during vacation periods. All other duties overlap with all the jobs.

6. Gary Knapton Shift vs. Dayshift time

CEP – Gary is caught between 40 hour week and shift time for his floaters. He is not getting the proper percentage.

CPP – Charlie will check to see its being done properly.

7. Steam Plant Bid

CEP – The company posted a job in the Steam Plant requiring a 4th Class Ticket, contrary to the collective agreement. Applicants are allowed 18 months to get their ticket.

CPP – The company is allowed to post like that. With the numbers of people that have left the department the company can post for what it feels are the needed requirements for the department.

8. Tim Lothrop – Moving to the Steam Plant

CEP – His move is taking a very long time. What is the status?

CPP – We are getting caught up with training. We have a lot of new people at the bottom. Hopefully in June he will be released.

9. Union Labels on Pulp

CEP – The union is requesting that union has its logo added to the pulp wrap.

CPP – The initial response is no.

10. Equalization of OT in Maintenance

CEP – The current system does not work, the company says it will equalize over the year, but there is a 200 hour difference between the top guy and the bottom guy.

CPP – The company says it will endeavor to equalize overtime with the current system.

CEP – It's not working.

CPP – Carry over of jobs can skew the numbers a lot more than you think.

CEP – If the guys rotated more often through mill areas it would it would even the OT out more evenly. "Specialists" calls add up also.

CPP – The “Specialists” calls you are referring to are minimal.

11. James Kelly Grievance Call Out

CEP – James missed a call because someone who was deemed a “specialist” was called. What is a specialist?

CPP – In some cases people will have intimate knowledge of a job. In this particular case Glen Apps was involved in the job throughout the day and completely understood what was going on. Shortly after 4:30 when we had the failure is was decided Glen would be the right person to call given his knowledge and understanding of the situation.

Signatures on file

Daryl Nelson
Union Representative

Charlie Esplen
Company Representative