

**Standing Committee Meeting #460**  
**Administration Board Room**  
**January 31, 2013**

Present: J. Bourguignon, N. Phoenix, C. Esplen, T. Christy, D. McRae,  
B. Ruether, D. Carey, B. Bush, G. Barker, G. Dickie

**1. Grievance 13-01 Gamache Moving Hog**

Union: The union will be sending a letter to the Company regarding these grievances due to the outcome of the most recent arbitration on this very subject.

**2. Maintenance Overtime Equalization**

Union: The Union stated that the suggested changes to this item were acceptable except for a few issues. The union would like to change the option for the supervisor to use anyone on overtime to 1.5 hours before the end of the shift instead of 3pm. Another issue is to clarify that the Company use the area appropriate trades first and then go to anyone who can do the work. The final point is to remind the Company not to abuse the specialist clause. The union has not seen any abuse but would like to clarify this for the future.

Company: The Company prefers 3pm due to the timing of the breaks and consistency of timing over the years. The Company will also review the wording regarding using the area trades first as outline in handout #4. We also agree there has not been any abuse of the specialist clause and do not see any in the future.

Caucus

The union agrees to leaving the 3pm timing before going to the overtime equalization list.

**3. Fibreline Crew Vacancies**

Union: The union reviewed the January 15 draft for filing these vacancies. There were a few points of clarification.

Company: The Company will review the discussion and present another draft to the union for discussion.

**4. Grievance 13-02 Cleanup Christmas Hoiliday**

Union: The union presented this grievance as a junior employee was called in at Christmas to look after a chip spill in the chip screen building. The union stated that the mill should be calling the most senior person in the department for this work.

Company: The Company called in the utility employee who is always called in for this type of work as per past practice. This employee is doing this type of work on a regular basis and is familiar with this area. The Company is concerned with the safety of employees if this is done any differently. There is no need for a cumbersome call in process to cover this work. The Company will call in those who have the expertise and can perform the work safely.

**5. Dryer Work on Shutdown**

Union: CPP employees should be given the first right to work on the dryer before temporary employees are hired for this work.

Company: The Company will review the union request.

**6. Pulp Dryer clean up Major Shut**

Union: The Union is concerned with the lunchroom and washroom facilities provided to the crew cleaning out the dryer at the major shutdown.

Company: The Company provided an area for the crew in the warehouse. It is recognized that this work is very dirty. The Company will ensure that the crew is aware that they have a washroom in this area. The crew will also be given an area where they can take off their coveralls away from the lunch area as required.

Signature on file  
Ben Ruether  
Union Representative

Signature on file  
Charlie Esplen  
Company Representative