

**Standing Committee Meeting #445
Administration Board Room**

May 19, 2010

Present: D McRae, S Bird, J Bourguignon, D Needham, C Esplen, D Carey, B Bush, D Laird, B Ruether, G Barker

1. Ski Hi Code of Ethics 10-08

Union: The union stated that this contractor has changed union affiliation and is no longer a member of the CLC or the BCFed. This contractor should now pay COE for all work on site.

Company: This contractor was on site prior to 1995 and is therefore exempt from the COE letter.

2. Steve Moleski Grievance 10-05

Union: This grievance is dropped without prejudice.

3. 3rd Class Engineer Posting # 10-06

Union: The Company is in violation of the agreement as it lays out how the entry levels to the department are filled. The Union asked how many 3rd class tickets were now in the department.

Company: There are currently 15 3rd class tickets in the department. The Company has informed the union that there are 16 required in this department at any one time. The hiring of replacements from outside will continue until the 16 threshold is reached. One new 3rd class engineer will start within a couple of weeks.

4. Forfeit of Floaters

Union: The Company was asked to provide a list of employees who had to forfeit floaters in April 2010.

Company: The Company did not provide a list of employees as Jeff Campbell was the only employee who had to forfeit floaters. He was not on site to arrange this time off as he is on WI. He also did not apply to carryover any vacation.

5. Summer Students

Union: The union requested a listing of the summer students. The Company should not have summer students on shift while full time employees are not trained. The Company should be able to arrange this each year to avoid this situation.

Company: The new employees are not trained on shift while last years summer students have been trained. It is not possible to make sure full time employees are available for the shift work in the summer. There is always training of replacements that requires manning at the start of May.

6. Spill Basin Grievance 10-07

Union: The grievance is submitted but we are waiting for the results of the last arbitration in this matter.

Company: We await the decision on whether to pay COE on this work. It was agreed to pay COE only for the preparation of the landfill in this instance and this will be done as the work is identified.

7. Material Handling Call-in

Union: The union asked for a draft call in procedure for overtime in the material handling department. The Union was concerned that all the Overtime was going to the senior equipment operators.

Company: The Company presented a draft procedure for comment by the Union. (attached). This is the basic call in procedure that has been used in this department.

8. Vacation Cut Off

Union: The union agreed to change the annual vacation cutoff dates back to May 1 to April 30 of each year. The mill will be notified of this change for April 30 2011.

9. Mill Seniority Lists

Union: The mill and department seniority lists were discussed but not approved at this time.

Company: We will review the lists and then send a copy to the mill general for comment before finalizing anything.

10. Pro Rated Floaters

Union: The union was asking to come up with guidelines for the mill on whom and when should a pro rated floater be calculated. There seems to be some inconsistency.

Company: The language was written several years ago and it was not discussed that a day relief employee would be paid a pro rated floater along with the relief pay under the agreement. It would be a good idea to have guidelines around who gets pro rated floaters. Supervisors should have guidelines on when a seniority move is made and payroll advised to pro rate to 12 or 8 hour floaters.

Signature on file
Ben Ruether
Union Representative

Signature on file
Jason Bourguignon
Company Representative

****DRAFT****

**Material Handling Department
Job Continuity – Overtime**

1. For work which occurs on the same day and which carries into overtime, it will be the job incumbents' right of first refusal. If the incumbent(s) refuses, the Material Handling shift call-in procedures will apply.
2. For work which is scheduled to be performed outside of regular dayshift working hours (Monday to Friday), it will be manned by following the Material Handling shift call-in procedures. If the shift call-in procedure does not cover the work then dayshift will be called.
3. In exceptional circumstances, specialized skills may be required for an overtime assignment. In that case the Company has the right to deviate from procedures as required.