

**Standing Committee Meeting #441
Administration Board Room**

September 29, 2009

In Attendance: Steve Bird, Jason Bourguignon, Dave Needham, Dan McRae, Ben Reuther, Doug Carey, D'arcy Laird

1. In Plant Meals

CPP – We have made some additions to the menu with Denny's. Also, the manager will be working with his staff to ensure the meal arrives warm.

CEP – The company should consider a pizza option.

Update note: Panago Pizza was added to the plan.

2. On Site Hogger

CEP – This is a union site and the hogger should be operated and maintained by our personnel.

CPP – The hogger is here through a West Fraser arrangement. It is not and will not be run by Cariboo Pulp personnel.

3. Short Term Leave (less than 4 hours)

CPP – The company has no official policy as it pertains to these situations. Typically, if an employee has a doctors appointment, dentist, etc.. the company would not require paid time. Other situations, like golfing, vacation etc.. the company would require paid time off.

CEP- It is up the employee whether or not they use bank time, however, the company has the discretion to grant time off with paid or unpaid leave.

4. Job Postings

CEP – When the company needs multiple positions filled on a posting could you list the number of positions rather than using "s" at the end.

CPP – The company will make the change.

5. Material Handling Operator

CEP – According to how positions are filled the company has the option of using the labour pool or overtime. The company can't remove a person from a bid position and place them in a different line of progression. Like taking the trackman and moving them into the shift Material Handling LOP.

CPP – The company used its labour force in a manner that made the most business sense. This is a temporary move and we don't believe we are in violation.

Signature on file
Ben Ruether
Union Representative

Signature on file
Jason Bourguignon
Company Representative