

Standing Committee Meeting #455
Administration Board Room
January 26, 2012

Present: Dan McRae, Jason Bourguignon, Dave Needham, Scott Watson,
Ben Ruether, Doug Carey, Reg Meisner, Brian Bush

1. Pipefitter Posting – 11- 47

CEP – The September 15, 2010 PF posting was for two pipefitters and it looks like only one was hired on March 28, 2011. Another posting in for June 10, 2011 and was filled on Aug 2, 2011. On Nov 28, 2011, we recently hired another PF and it doesn't appear there was a posting put up for that vacancy. Union is requesting that another posting for a pipefitter be put up.

CPP – There were postings for three PF's put up and we hired three. Sometimes it takes a long time to recruit. We will not be putting up another posting unless we require another PF.

CEP – The gap between posting and hiring with these postings is excessive and it should have been reposted.

2. Contracting Out Manwatch 11-48

CEP – On Nov 21, 2011 manwatch was contracted out to Ezowski Ventures for Hi-D repairs. Previous days to this a CEP member doing manwatch was terminated. This is displacing our members for contractors.

CPP – We will have to check on who may have been terminated from the membership.

3. Contracting Out Steam Line Repairs – 11-49

CEP – Contracting out the repair violates the contracting out language. Our members were ready to take the work. Would like 1 welder and 2 pipefitters made whole.

CPP – For pressure piping welding we do not have the welding procedures or the paper work in place to do these types of jobs. We have to do things a certain way to satisfy the requirements of the BC Safety Authority. We are looking at getting this set up properly, but we are not

there yet.

4. Chris Rocheleau Unjust Discipline – 11-50

CEP – This was an unfortunate situation, Chris was just eager to help out and was not aware of the other alternatives. He was honest in coming forward and the discipline was not warranted.

CPP – This was unfortunate, however, cases like this would usually involve a suspension. Because he is a newer employee he was only given a written warning, which will stand.

5. Call in for Scaffold 12-01

CEP – Bargaining unit employees should have been used to build this scaffold. Reg has experience building scaffolds in the Chip Dump Basement. The union requests 1 carpenter and 3 helpers be made whole.

CPP – The QVFD made a request to have a scaffold build after a fire so they could inspect cable trays. This was an urgent matter and the decision was made to contract it out.

6. Suresh Keram Medical Aid Pay – 12-03

CEP – Suresh was sent to medical aid and spent 2 ½ hours in the emergency room beyond the end of his shift. He was not paid for that time. He should be compensated for the 2 ½ hours.

CPP – It is not our policy to pay for time spent at emergency beyond the end of shifts. If anyone has been paid it was an error.

Other Discussions

Terry Dixon Lost Time?

CPP – Yes, Terry's incident resulted in a lost time of his two night shifts.

Car War Tickets

CEP – There is a concern that members are being able to opt out of a negotiated Collective Agreement item. Members should not be given the option to accept or decline this benefit.

CPP – We understand the concern, however, we have not looked at how we would do it for next year. That will be discussed later in the year.

Steam Plant Accommodations.

CPP – We are making arrangements for a third party to come on site to do thorough a Physical Demands Analysis on the Recovery Position. We hope this will assist us in going forward with some of the accommodations.

Signature on File
Ben Ruether
Union Representative

Signature on File
Jason Bourguignon
Company Representative