

**Standing Committee Meeting #435
Administration Board Room**

February 6, 2008

In Attendance: Dave Hardman, Charlie Esplen, Jason Bourguignon, Steve Bird, Rick Stuart, Brian Bush, Troy Nazaruk, Daryl Nelson, Reg Meisner

1. Gary Knapton – Floater Pay

Union – Would like an official printout of his floater entitlement going back to 2002.

Company – We will try to get that, it will be the last thing we do on this item since we have already answered the question a few times.

2. Angelo Sia – Seniority

Union – Bid to counterman position from chip screens, he should get the counterman rate until he gets the production bid.

Company – According to our agreement, a person does not hold a position until he is trained. Whenever someone gets a bid, they will not officially hold the position until they are trained.

3. Carlo Spampinato/Jen Jacobson – Call time on stat day

Union – Carlo and Jens were covering shift, they came in at 6am, the stat for day workers goes until 8am. They should be getting 2 and 2 for that period.

Company – We already have an agreement how days workers are paid when covering shift. There are bonuses throughout the year during those times. If you want to change how that works then negotiations this year would be the time.

4. Matt Peterson – 2 Seniority Grievances

Union – Matt got a crew change and at the time he was not trained as grader. A junior employee was called in as grader. Matt should have received the grader rate, it was not his fault he was not trained.

Company – We do not have to train by seniority by shift. The agreement even anticipates things like this happening. We train as soon as possible, but we have to balance training with time off requirements.

5. Code of Ethics – Spill Basin

Union – We have paid COE on this job in the past. When the company changed the method of doing the job they stopped paying COE.

Company – This is not work of nature that we normally do. If we paid in the past we would have to look at how and why we did that.

6. Terry Berg and Larry McMann

Union – Larry and Terry should be listed at #1 and #2 in their positions.

Company – They are frozen in their positions so it doesn't really matter what they are numbered, but we could number them #1(F) and #2(F).

7. Rate of Pay for Babcon

Union – The union wants proof of pay rates for Babcon employees. We had copies of pay stubs from June and July that they were getting rates and then it stopped. They should supply proof that they are paying rate.

Company – It was offered that we would have them audited, would that be acceptable.

Union – That's acceptable, but we need to check first.

8. Supervisor Doing Instrument Work

Union – Since the DCS came in 20 years ago, there was work that was assigned to Instrument Mechanics. Its being done by someone, just not an hourly guy.

Company – Sometimes the work is done by an engineer, sometimes by a mechanic. We don't know where the grievance is because Wayne won't be specific about where he believes the violation to be. People who understand the system need to go through it to see if a resolve can be reached on this grievance.

9. Failure to Notify Contracting Out

Union – Wayne may have been pushing for a dollar figure, we have just been pushing to get some sort of notification since the system went down. We want the 7 days notice so we can go after the work we feel we can do.

Company – If the system goes down and we will give hard copy notice asap, does that solve the grievance?

Union – We don't know, we will take it to the membership.

10. Terry Clearwater

Union – We would like withdraw this grievance, without prejudice.

11. Equalization of OT

Union – We brought some decent proposals to the table, however, they get hung up on a few issues. Mainly the zero out of hours at year end. If the company rotated areas more, it should be more balanced.

Company – It will never be perfectly equal due to the way we negotiated handout #4. Many factors come into play. We will take a look at how the areas impact on the number of hours.

Signature on File_____

Daryl Nelson

Union Representative

Signature on File_____

Charlie Esplen

Company Representative