

**Standing Committee Meeting #456**  
**Administration Board Room**  
**April 5, 2012**

Present: Dan McRae, Jason Bourguignon, Dave Needham, Charlie Esplen,  
Tony Christy, Ben Ruether, Doug Carey, Daryl Nelson, Brian Bush

**1. Overtime equalization**

Union: The union discussed the audit of the OT equalization list. There was discussion on where the apprentices would fit in to the call in OT list.

Company: The Company would discuss with the union the issues regarding the apprentices and the procedure to deal with where employees who return from sickness will fit into the OT equalization list.

**2. Seniority lists**

Union: The union asked for seniority lists by department etc.

Company: The Company issued the mill and department seniority lists as well as the summer student assignments for 2012. The department lists will be obtained from the various mill departments.

The summer students will be moved into the fibreline after mill employees to avoid the issue of shift work and full time employees

**3. Carryover of vacations**

Union: The union had a few requests for vacation carryover due to sickness. Jack Grant, Brady Daniels and Mel Crain were discussed.

Company: The Company clarified that employees may apply to carryover up to 50% of the vacation time due to long term illness.

**4. Grievances 12-04 and 12-05 Moving Hog COE**

Company: The Company stated that they were prepared to offer COE in the case of moving hog due to the fire but not due to moving hog for production purposes.

Union: The Union accepts the settlement of 12-05 but will move the grievance of 12-04 to step 3.

**5. Grievance Pioneer Rail Notice**

Union: The Union requested that this be tabled until the next meeting.

Company: Agreed.

**6. Grievances R Young/J Hruschak Discipline**

Union: The lockout on this equipment is not straight forward. The damper has to be viewed in the open or closed position and this can only be done by viewing the actuator moving. The discipline seems excessive in this case.

Company: The employees followed and signed the lockout sheet as being complete. The supervisor had actually discussed this very issue with them prior to the lockout. The employees signed that the damper was in the correct position when in fact it was not. This is a violation of the procedure and the discipline is warranted and fair

**7. Grievance 12-11 and 12-12 First Aid Call**

Union: The Company failed to leave a message at the employees' home and therefore a make up call is required for K Jensen. The other employee who was off for the shift should also have been called in this case. Both employees are due make up pay for the missed call.

Company: Our phone records show that a call was made to his home and a message left on his cell. The next employee in line phoned in response to the message and came to work part way into the shift. The Company followed the procedure in the department and no make up time is required for either employee.

The Company will review the procedure for call ins in the department and issue a procedure for clarification.

**8. Photos of members at work**

Union: The employees who had their picture taken in the control room were not asked if this could be done. This should be a courtesy.

Company: The circumstances of the picture should have been explained to the employees. It was part of the study on the steam plant jobs for an accommodation.

#### **9. Ed Zerebecki LTD**

Union: What happens with the floaters etc for E Zerebecki when he goes to LTD.

Company: An employee going onto LTD from WI is paid out all floaters etc. as if terminated. Only employee benefits and pension credits are maintained.

#### **10. Hospital treatment while injured at work**

Union: What is the procedure for employees going to the hospital during a shift in regards to pay, reporting back etc.

Company: The Company does not have a written protocol on this issue but this is a good question to clarify. We do have informal guidelines to pay an employee so they do not lose pay on their regular hours of work but do not pay overtime etc. Employees should be contacted by a Company Supervisor to check on their welfare, transport, return to work etc. The Company pays for transport back to the mill if necessary. We will check with the first aid attendants on these issues.

#### **11. Car Wash Tickets**

Union: What is being done for the issuing of the car wash tickets for 2012.

Company: This has not been decided but will be a system that is easy to administer.

#### **12. Members negotiating**

Union: Individual employees should not be put in a position to negotiate with the Company.

Company: The Company discussed options with an employee for training but was not negotiating. These benefits are in the agreement already.

#### **13. Grievance D Sankey**

Company: This call in situation has been discussed in the department. A CRE is a CRE in the case of a call in. We do not have a position for CRE 1 and 2 for call in priority.

#### 14. Lunchroom

Union: The lunchroom and washroom facilities provided for the temporary machine room shutdown clean up crew are not adequate. There should be a trailer and proper washroom assigned.

Company: This is probably a good idea but it is too late to get a trailer for 2012. We will discuss other options.

Signature on file

---

Ben Ruether  
Union Representative

Signature on file

---

Jason Bourguignon  
Company Representative