

**Standing Committee Meeting #433  
Administration Board Room**

**September 13, 2007**

In Attendance: Dave Hardman, Keith Carter, Dave Needham, Jason Bourguignon, Steve Bird, Rick Stuart, Jack Grant, Daryl Nelson, Glen Barker

**1. Steam Plant bid with a Ticket**

CEP – The company had a job posting in the steam plant with a 4<sup>th</sup> Class requirement. However, the collective agreement has provisions for an 18 month timeframe if you don't have the ticket. By posting it with the requirement you eliminated people who may have wanted to bid.

CPP – The company can post for qualification needed according the collective agreement. The 18 month requirement is the minimum level.

**2. Suresh Keram Duty to Accommodate**

CEP – The company could have given him 29 days to try the job. Violated his human rights by not letting him, having an accommodation does not preclude him from trying something else.

CPP – The company is not required to move him to another position. He has an accommodation in the steam plant which minimizes his risk for further injury. He has not brought the company anything clearing him medically for another job.

CEP – We would like to get more information.

**3. Jack Page Discipline Grievance**

CEP – Written warning for failure to perform job adequately. Got disciplined for an error on generator and under direct supervision.

CPP – He was not under direct supervision, the error occurred on the delock.

CEP – We would like to table until the next meeting.

**4. Gary Knapton – Floater Hours**

CEP – Where are we at with his hours.

CPP – He was getting 60 hours in '04, '05, '06?, '07.

## **5. Vacation Book for '08 shutdown**

CEP – Is the book closed for 5 weeks, if so why so long. Is there an opportunity to allow more people off outside of the shutdown.

CPP – Best guess at this point is three weeks in June, it may change a little. Two weeks before the shut and week after the shut, so 4 weeks total, don't know about the 5<sup>th</sup> week yet. If everything is going fine then hopefully we can let some people off. We will try to minimize the impact and if anyone has any special needs for time off we can look at it.

## **6. Tim Lothrop Department Seniority S/P**

CEP – What is his status in the department.

CPP – He is in his bid job of Dayshift Utility, he will not be on shift until he has his ticket. The company policy is for shift utility you must have your ticket.

CEP – Where is he when he has his ticket.

CPP – Where ever his job bid puts him.

## **7. Vacation Time Off Access/Booking**

CEP – We used to have access to see time on the payroll system, can we have access under the new one.

CPP – At this time there is no access, all remaining time is on the bottom of your pay statements. You must remember that any slips that are in but not taken yet are not updated on your pay stubs until the time is actually used. We can ask about access.

## **8. Blue Cross**

CEP – Spouses who are with the same benefits carrier as Cariboo employees are being told they need to be on one or the other.

CPP – As long as they are with separate employers it shouldn't matter. We can check into it.

## **9. Barry Mueller/Brian Domreis Crew Change**

CEP – These guys have requested a mutual crew change, they both want to change areas. We understand there will be a change in October anyway.

CPP – Brian has already talked to Ed, Barry should do the same when Ed gets back on Monday.

Signature on file

Daryl Nelson  
Union Representative

Signature on file

Charlie Esplen  
Company Representative