

**Standing Committee Meeting #452
Administration Board Room
July 14, 2011**

Present: D. McRae, J. Bourguignon, D. Needham, C. Esplen, S. Bird,
R. Meisner, J. Grant, B. Ruether

1. Steam Plant Posting Grievances 2011 13-14

Union: The union stated these grievances were the same issue as in the past and asked to attach these grievances to #10-11 (Steam Plant Entry Policy Grievance). The union was under the understanding that T Lynes had applied for these last two postings in the steam plant.

Company: The Company is aware of the grievances and issues. T Lynes did not apply if his name is not on the posting sign in sheet.

2. Grievance 11-19 Hog Pile Ramp

Union: This work is normally done by CPP crews all the time. There is a chainsaw in the shop for such work. The union has done repair on the ramp in the past and this was initially built by the Yard crew etc. Other ramps on site have also been built and repaired by CPP crews.

Company: This is not work that is normally done by our crews.

3. Grievance 11 – 20 Tall Oil Calibration

Union: This is work that is done by CPP crews. The technical work and the repair work were done by the contractor.

Company: The Company does not own the specialized equipment needed for this calibration and is not something that we normally do on site.

4. Grievance 11 – 21 Machine Pump bases Cobalt

Union: The Company had rented the equipment and operator to perform this work. Our Machinists are trained and qualified to do this work.

Company: The Company does not have this equipment.

5. Grievance 11- 22 Drag Valve Rebuild

Union: The Company contracted this work and it could be done by the present crew. It is just valve rebuilds that are done all the time by our members on site.

Company: The Company had hired the contractor as it is specialized work that is not normally done by our employees.

6. Grievance 11-24 B Peel

Union: The employee was backing down the chip pile and did not see the equipment already at the fuel pump. The written warning is excessive and it should be reduced to a verbal warning. There are many contributing factors to this unfortunate incident.

Company: The operator is responsible for seeing where he is going at all times. This is progressive discipline as the same employee had an incident with a rail car and a truck door and issued a verbal warning in the past.

7. Grievance 11-25 R Success

Union: The employee was assigned to go to forklift training with another supervisor. He was told that he was finished his training at lunchtime and left the site. This is miscommunication on the part of the supervisors. He put in his time card for 8 hours earlier as he thought he would be in training all day.

Company: Rod has the responsibility for the communication. He was being paid for the day and was actually AWOL for 3 hours. He was given a written warning for this event.

8. Grievance 11-26 HDPE Lagoon

Union: This work is simple pipefitter work. Cottonwood was contracted to fit and run this pipe.

Company: This is not work of a nature normally done by our crew. We do not have the equipment to do this work.

9. Spider crane grievance 11-27

Union: This is work that CPP crews perform. The Company is limiting flex by not training employees to run this equipment.

Company: This is not work normally done by our crew.

10. Carry Deck Crane Grievance 11-28

Union: The union crew has run a rental carry deck crane for the maintenance shut for years.

Company: Will look at these issues over the next few weeks.

11. Webbs Crane Grievance 11-29

Union: The COE is paid for the 28 tonne crane. The larger crane was not required for this lift and COE should be paid.

Company: Will review these grievances.

12. Sewer Cleaning Grievance 11-30

Union: Vicker was using their small excavator to remove sewer covers and clean the general sewer. This is work that CPP crews and maintenance have done in the past. COE is payable.

Company: Will review.

13. Line Bore Grievance 11-31

Union: This is work that has been done in the past by CPP. Some of this work was done by CPP for this machining. COE payable.

Company: The Company does not have a line bore tool but will review.

14. Posting and Vacations

Company: The Company is concerned with employees taking vacations during their trial period on a new posting. The latest posting has taken several months to find and train the successful applicant. This is causing overtime in the department and still no end in site. There may be restrictions on carry over of vacations to another department in the future.

Signatures on File
Ben Ruether
Union Representative

Signatures on File
Jason Bourguignon
Company Representative