

**Standing Committee Meeting #461
Administration Board Room
April 10, 2013**

Present: J. Bourguignon, D. Needham, C. Esplen, T. Christy, D. McRae,
B. Ruether, D. Carey, B. Bush, G. Barker, G. Dickie, R. Meisner

1. Mike Harrold Vacation Carryover

Union: The union asked for the request by M Harrold to be accepted by the committee.

Company: Mike will be required to see payroll and change vacation time to stat time taken during this year and then carry over only 76 hours of vacation hours into the next vacation year. This vacation has to be taken within 6 months.

2. Firing Time

Union: The Union asked if labour pool employees are eligible to have firing time credited towards a steam ticket when assigned to clean up in the steam plant?

Company: The BC Safety authority does not allow employees of this status to gain hours for firing time.

3. Job Posting Database

Union: The union would like to have the successful bidder added to the data base for postings where an employee has turned down a successful bid. This would provide a document trail for successful bids.

Company: This can be done.

4. Summer Students Training

Union: The union asked for the plan to ensure that full time employees are not put in a financial penalty due to summer students training and their assignment after the shutdown.

Company: The Company provided a copy of the 2013 summer students list and explained the plan for training and assigning students. The students will be assigned to their respective departments after working in maintenance for the shut. The 2 stores and 1 office student will not work in maintenance for the shutdown. The plan has the training etc. so that students do not move on shift prior to full time employees. Tony Christy will meet with Guy Dickie and Brian Bush to work out some details on the summer student issue.

5. Seniority and crew lists

Company: The Company provided updated crew and seniority lists. The stores crew list will be forwarded by Jason Bourguignon when it is available.

6. Temporary Moves Guidelines

Union: The Union as approved the draft guidelines dated February 27 2013 and these can now be issued to the department.

Company: These guidelines will be issued and attached to the minutes from this meeting.

7. Filling Crew Vacancies Guidelines

Union: This draft dated February 8 2013 was also approved by the membership and may be distributed.

Company: These guidelines will be issued and attached to the minutes from this meeting.

8. Contractors Safety Regulations

Union: Most contractors are good in regard to safety but some need follow up. The union met with Engineering and this seems to have been resolved. The Company has to deal with contractors that do not follow regulations.

Company: This issue is definitely on the Company agenda and is a focus during and after the shutdown. We need to ensure that we deal with contractor safety violations in a pro active manner.

9. 2014 Shift Schedules

Union: The union requested 2014 schedules for tour and day workers be made available when possible.

Company: These schedules will be updated shortly and placed in the data base.

10. Blanket Notice 2013

Union: The union has approved the blanket notice document that was discussed in a NOIC sub committee meeting. This involved a lot of discussion and should ease the work load on the amount of notices issued. Can this notice be entered into the NOIC system?

Company: There was a lot of good discussion around this issue and it will be determined if this can be entered into the NOIC data base.

11. P Ransome Status

Union: What is the plan on training this employee in the steam plant?

Company: The plan is to move Phil into the steam plant for training after the shutdown.

12. Steam Plant Call in List

Union: This list does not seem to be working very well and is generating errors on who to call.

Company: This program is being updated to avoid the errors.

13. Steam Plant Work Accommodations

Company: The accommodations in the steam plant are being evaluated. CBI will be into the mill to evaluate the job of Brady Daniels very shortly.

CBI will also be evaluating Joe Doyle and Pete Philp for an accomodation in the very near future.

Signature on file _____
Ben Ruether
Union Representative

Signature on file _____
Charlie Esplen
Company Representative

February 27, 2013

TEMPORARY MOVES GUIDELINES

FIBRELINE DEPARTMENT

1. For temporary moves into one of the three lines of progression, the production labourers who are eligible would be asked in order based on departmental seniority to fill the temporary move. To be eligible, the production labourer would need to be trained on the temporary position as well as the move up position. For example, if the vacancy was at the utility position, the production labourer would be eligible if he was trained as a tester as well. Similarly, for a vacancy as grader, the production labourer would be eligible if he was trained as grader and balerman.
2. The most senior production labourer who was eligible and accepted the temporary move would then be moved into the temporary vacancy according to the fibreline Crew Change procedure.
3. If all the eligible production labourers decline the temporary move, the most junior eligible production labourer would have to take the temporary position.
4. It is recognized that the fibreline department trains according to crew requirements so that at any given time, a junior production labourer may be eligible for the temporary position while a more senior production labourer on a different crew may not be eligible due to the different training needs on each crew. The company maintains the right to continue to train according to the crew needs as previous.
5. If it happens that a junior production labourer filling a temporary position is working at a higher rate of pay than other more senior crew members, there would be no requirement to pay those crew members the higher rate of pay. For example, if there was a temporary vacancy as a utility and the #1 production labourer on the crew with the vacancy turned down the move and a junior production labourer either accepted or was required to take the move, the junior production labourer could be at times working at a higher rate of pay than the #1 production labourer.

Tony Christy
Fibreline/Technical Manager

February 8, 2013

FILLING CREW VACANCIES GUIDELINES

FIBRELINE DEPARTMENT

1. Move the crew up if possible (this includes taking someone off training either in the same line of progression or another line to facilitate this).
2. Call in the regular operator (carded operator) in the same position on his days off according to the OVERTIME CALL SCHEDULE usually posted on the Shift Supervisor's wall. The only time an employee is not available for calls is on the days of their earned time off (ie. vac, etc).
3. If the regular operator in the same position is not available, call in the operator from the next lower job position, according to the procedure in (2) above (assuming he is trained in the position).
4. If (3) is not successful, call in the operator from the next two jobs down (if trained in the position) according to the procedure in (2) above.
5. If (3) and (4) are not successful, move part of the crew up and call in to fill the vacancy according to the procedure in (2). This could mean attempting to cover the overtime by moving several steps down even as far as the most junior position in the line if necessary.
6. If (5) is not successful, call in the operator from the next senior position if the crew can be moved back according to the procedure in (2) above (this is only the case where the next senior position is a moveup operator that can move back to the lower job).
7. If (6) is not successful, consider moving an operator from another line of progression and then filling the overtime in that position according to the procedure in (2). This would normally mean moving a Production Labourer from the other line of progression who is also trained in the original line of progression where the vacancy originated.
8. If (7) is not successful, consider calling an operator absent from crew that would normally not be eligible to work. One example would be to call an operator who is already covering a vacancy on another shift. A second example would be to call an operator who would normally be working on the shift preceding or following the overtime shift but is currently off on vacation.
9. If (8) is not successful, use the current practice of holding over the incumbent operator and calling in the carded operator to come in early to relieve the operator staying over.
10. If (9) early call in operator is unsuccessful, proceed to call the next junior operator until all possibilities are exhausted.
11. If (10) is not successful, call in an operator who is on that crew but is off on vacation.
12. If (11) is not successful, consider moving operators within the crew leaving a position such as Utility or Warehouse Forklift Operator vacant, for the hours not covered.

Tony Christy
Fibreline/Technical Manager