

**Standing Committee Meeting #438
Administration Board Room**

December 12, 2008

In Attendance: Steve Bird, Jason Bourguignon, Dave Needham, Dan McRae, Daryl Nelson, Reg Meisner, Ben Reuther, Glen Barker, Doug Carey

1. Grievances

Roy Norman – Unjust Discipline

Union – Roy has a good work record and the punishment is too severe. If there have been issues in the department the company shouldn't paint the whole department with the same brush. The union requests the company reconsider this warning.

Company – This was a serious TDG reportable incident. The guys need to pay attention to the details of their jobs to avoid these types of incidents. The company will take a look at Roy's case and get back to the union.

2. Jack Page – Unjust Discipline

Union – Based on what the union knows Jack never changed the position of the valve. He only locked and delocked the valve. Two different crews were involved, since there is no absolute proof Jack manipulated the valve he cannot be disciplined. Union believes the discipline should be removed.

Company – There was no unloading for a day and half, there was no other reason for anybody to have touched the valve for the day and a half from the time of the delock by Jack and the incident. Jack changed his story about not having touched the valve. The discipline was appropriate given the incident

3. Jack Page – Unjust Discipline #2

Union – The union would like to put this grievance in abeyance until the first discipline grievance is resolved.

Company – Agreed.

4. Venture Elevator – COE

Union – The union states that Venture elevators union affiliation is not covered under the Collective Agreement language. Therefore, COE payments would be required for work they do on site.

Company – The union is owed a response on this same grievance at the previous days 4th step meeting. The response to that grievance would also cover this particular grievance.

5. Stores Audit – COE

Company – This is not an inventory count. It's an inventory check. They are looking for obsolete items, checking to see if maximo descriptions are accurate and that the cardex files are up to date. This is not something our guys have done in the past.

Union – It does not appear this is something our guys have done, we will withdraw the grievance without prejudice.

6. Mel Crain – Unjust Discipline

Union - This is how Mel speaks and not unusual. This is typical “mill language”. Mel's discipline should be reduced to a written warning.

Company – This was not typical “mill language”, it was directed at an individual with an angry tone. The discipline will not be reduced.

Other Issues

1. Posting of OT Equalization Lists

Jean will continue to monitor and post the list. It will be posted every two weeks in the E&I Shop and the main maintenance shop.

2. Direct Hire for Stores

Union – After the job was posted the company went to outside hires. People were hired and the stores job was not reposted. Afterwards another person was hired directly into stores. This is circumventing the bid process and seniority.

Company – Once the jobs are posted and not filled the company can go outside and hire individuals specifically for vacant jobs. All these vacant jobs needed to be filled at the same time. The jobs will not be reposted.

3. Steam Plant Issues

Company - The company will be offering a temporary permit. The person who has accepted is now off sick, hopefully he is back in the new year. We are also now looking at people with 4th class tickets. They will be the in labour pool, trained to the first field engineer position to help out with training needs.

Union – As you asked guys about the temporary permit process could you formalize the process somewhat so that it is tracked accurately.

Company – Yes.

Signature on file
Ben Ruether
Union Representative

Signature on file
Jason Bourguignon
Company Representative