

Standing Committee Meeting #429
June 9, 2006

Attendees: Keith Carter, Steve Bird, Charlie Esplen, Dave Hardman, Jason Bourguignon, Clint Perkins, Steve Yaffe, Brian Bush, Ben Reuther

Grievances

1. Wayne Moorhouse – Seniority & Training in Inst. Shop

Union – James Stuckert was sent to P.G for a course, he is not the senior employee. We feel everyone should have the training and it should be done by seniority.

Company – We made a decision to send the person to the course that made sense to send. It doesn't need to be done by seniority. James is the person doing that work and we wanted a look at that technology. Since then we have decided that it does make sense to use that technology and other are being trained.

2. CEP 1115 O/T Equalization (double shift coverage in Electrical Shop)

Union – During shut down double shift coverage was covered only by the shift guys and not offered to any dayshift employees. The company did not follow the O/T equalization list.

Company – It was done that way because we always covered the time that way. The company would be open to suggestions for the future coverage.

3. Reg Meisner – Unjust Discipline

Union – Given the circumstances of Reg's situation the union feels his discipline was to harsh.

Company – Reg abused the system, even though he was forthcoming when he returned to work it doesn't sit well. The discipline will stand.

4. Clint Perkins – OT equalization

Union – Should have been covered by a Millwright, it is traditionally Millwright work. Also it seems it was covered by the first person who walked by, time of day should not be a factor.

Company – Will check on how it is determined that it is Millwright work. We believe the crew was canvassed. We will do more checking. Also, time of day can be a factor. We need to be able to secure people before they leave for the weekend.

5. Gary Knapton – Discipline

Union – This was a heated argument and a misunderstanding of the job. Afterwards, Gary went to first aid, he was stressed and needed to go home. 4 days is too excessive.

Company – Gary was given a set of instructions and he refused. The supervisor needed to get someone to do the job and he instructed Gary not to leave the site. Gary then left without permission. The discipline will stand.

6. Daryl Nelson – Seniority (not being asked to S/D as tradesmen)

Union – Daryl was not asked to work in maintenance during the shutdown, when other less senior people were. Employees should be asked in accordance with their seniority.

Company – Daryl was needed in production. The guys from the warehouse were asked because they were not needed in the warehouse. The company needs to allocate their resources in the most efficient manner.

7. CEP 1115 Overtime Equalization

Union – Production workers asked to work in Maintenance got more overtime than regular maintenance employees. No overtime equalization was followed

Company – Overtime equalization is over an annual period, not for a week long period. It also states that the company will endeavor to do it; it is not guaranteed to be exact. The shift schedule also allowed several days for the warehouse guys to be available to maintenance.

8. Navin Kotak – Unjust Discipline

Union – There was a lot of new equipment in the control room. Many of the panels were not labeled very well. Navin was simply trying to turn the air conditioning off. He called the shift electrician to ask how to do it. Navin truly had good intentions. The discipline was too harsh.

Company – Navin is an experienced operator, he made several errors that are hard to defend. He said he didn't understand what he was doing; therefore he shouldn't be touching things he didn't understand. The discipline will stand.

9. Terry Worden – Past Practice (deferred stat leave)

Union – Terry was forced to add time to his 8 hour stat in order to have the day off. Past practice shows that he should be able to take unpaid leave for the last four hours.

Company – That is a mistake, the company requires employees take available paid time off before unpaid leave. These mistakes don't create a past practice.

10. Stanick/Grant Job Continuation

Union – These guys were on the job during the week. When it went into the weekend they were not asked.

Company – The breaks were put on the job during the week because of the problems with tower 40. It was decided at 5:30pm Friday to continue through the weekend. Keith will look further into this one.

Other Issues

A. Arbitration ruling on Employees who are on LTD

Union – does the company agree with this ruling?

Company – we are not sure yet

B. Union access to West Fraser Website and P&P Pension Website

Union – We would like to have all of our members with access to these sites.

Company- If they need to see something on these sites they can ask for assistance from someone who already has the access.

C. The scheduling of Retirement Seminars

Union – Will you be scheduling seminars at some point?

Company – We will probably be putting up a notice in September and run one in November.

D. Gas Testing

Union – Who does what and who is supposed to be doing what.

Company – Depends on what you are trained to do. Hourly guys are typically trained in order to do sweeps. The shift techs do everything else.

Signatures on file.

Steve Yaffe
Union Representative

Charlie Esplen
Company Representative