

**Standing Committee Meeting #437
Administration Board Room**

September 16, 2008

Present: D McRae, S Bird, J Bourguignon, D Needham, C Esplen, D Carey, B Bush,
D Nelson, T Nazaruk, R Meisner, G Barker

1. Medical

The Union asked for clarification that the material handling employees may use their own physician for the required medicals. The Company has sent a letter to the union to this effect.

The employees may use their own physician for the medical and the form will be provided to the affected employees. The medical must be completed by year end.

2. CRE Rate and Field Engineer

There are two employees that are swapping their jobs on shift in the steam plant and that is compromising others seniority. This must be done as an accommodation or freezing to be recognized by the union.

The two employees in question have done this trade on their own. The Company would not see an accommodation or freezing as an option in this case. The department will review this practice.

3. B Mueller Grievance

The union has tried to work with the Company on this WI claim dispute. There has been no action by the Company so the union is filing the grievance. B Mueller has provided all the information required to the carrier.

The Company has discussed this issue with the union on several occasions. The collective agreement specifically states that a dispute on a WI claim is not subject to the grievance procedure. The union has a copy of the dispute resolution procedure and may proceed at any time.

4. M Crain Seniority

Mel was not allowed to work overtime during the last shutdown while junior employees and temporary employees worked overtime.

Mel was asked to work overtime but refused the work. He had worked overtime without getting approval from his supervisor.

5. Electrical Shop Grievance

The supervisor acted as the shift electrician for a time due to an employee not being available for shift work. This is a Supervisor doing Bargaining unit work. This is also against the mill permit to have an electrician on site 24 seven.

The supervisor on shift decided to wait for the day shift electricians to come on site to cover the shift work. The electrical supervisor called the departments to ask if work could wait until 8am. He did not do any electrical work. D Needham will check on the permit issue.

6. D Nelson Discipline

There was a lack of communication on what hour D Nelson would work on light duty. He discussed the situation with his Supervisor and the Superintendent. There was no grievance filed as he thought this was something that could be worked out with his supervisor.

There does not seem to be any dispute as the supervisor and the Superintendent both agree that D Nelson would work on training for his shift. D Nelson left the work site without approval or notification of his supervisor after only 1 hour of work.

7. Pension Seminar

The union asked if a seminar would be held in the near future. This would include the financial session as discussed at negotiations.

The Company will canvas employees to see if there are enough employees interested in the seminar at this time. If the seminar is held we will provide the financial seminar at night as discussed at negotiations.

8. Pipefitter Posting

The Union asked if there is another pipefitter apprentice posting in the pipeline. There were some employees who did not post on the last posting that are interested. There is confusion if an employee may post on two postings at the same time.

The Company has hired a few pipefitters recently and are not sure if another posting is required at this time. There were two recent postings for pipefitter apprentices and there were no qualified applicants.

9. Payroll Issues

The union was of the opinion that the payroll system was causing more payroll errors than in the past. What is being done to change this system to alleviate the errors.

There have been errors on the new system but they are the same as the errors in the old system. We also have the challenge of another pay system in the very near future to roll out. We are not aware of any major errors in the pay system and would be glad to hear of them to be able to act on the facts.

10. Job Postings

The union asked for the successful bids for the last two postings in the chip screen production labourers position. The copies for these postings are normally sent to the union office.

The last 2 postings have been posted and the successful bids were by P DeRoy and D Simon

11. Earned time off notice

The union is concerned with the number of employees who are being paid out for time off at the end of the contract year. There should be sufficient notice given to employees and then Supervisors should be scheduling these employees off if they will not do it.

The Company is giving notice to employees on time off and should be scheduling time off. This will be followed up with departments.

Signature on file _____
Daryl Nelson
Union Representative

Signature on file _____
Jason Bourguignon
Company Representative