

**Standing Committee Meeting #440
Administration Board Room**

August 6, 2009

In Attendance: Steve Bird, Jason Bourguignon, Dave Needham, Dan McRae, Daryl Nelson, Ben Reuther, Doug Carey, Brian Bush, D'arcy Laird

1. Stores Line of Progression

CPP – Line of progression is Counter Attendant, Outside Stores Attendant, then Shipper/Receiver. Lyle bypassed Roger on the last move as agreed.

CEP – The company should be consistent in its freezing policy and not have members carving out their own deals.

CPP – Company will follow up with the union.

2. Trackman Crane Operator Duties and Qualifications

CEP – This bid doesn't provide for relief crane duties. Is there a reason for that.

CPP – Relief duties for the crane are being looked into. In the past the relief has been filled with the senior employee and not a specific position.

3. List provided for summer students with end dates.

4. Steve Ingraham Rate of Pay

CEP – Steve is not getting the full FE4 rate because he is not trained. If he completes his training his training will he get the rate.

CPP – Yes, but with conditions.

5. Members Negotiating their own start times

CEP – The Standing Committee (Union) is the sole negotiating party for the members. The union asks the company to stop the practice of allowing members to negotiate shift start times with their supervisors.

CPP – The company will not intervene with reasonable requests from employees to alter their start times.

6. Graham Hill/Tim Lothrop – Unjust Discipline

CEP – After discussions with several people the union feels the discipline was too harsh given the circumstances. The union requests this discipline to be reduced.

CPP – The discipline is in line with past infractions and was warranted. It will not be reduced.

CEP – The discipline for staff on lockout violations is not consistent with the discipline for our members.

7. Robin Foster – OT Equalization

CEP – How much time is needed between someone canceling time-off and then being added back onto the OT call list.

CPP – In this particular case the vacation was cancelled on the 27th and the list went out on the 28th. The slip was not forwarded when the list was updated. The company will get back to the union on what it feels is a reasonable time period for both parties.

8. Job Posting #2009-03 (Steam Plant Utility)

CEP – This bid that Tim Lyons was successful, but during the probationary period has declined, will you be filling?

CPP – At this time the company will not move forward with the existing posting or a new posting.

9. Cariboo Hiring Freeze?

CEP – Is there a hiring freeze, if so any time frame it will be lifted.

CPP – There is no hiring freeze at Cariboo at this time.

10. Shift Relief in Instrumentation

CEP – This has been difficult on apprentices, with fewer people apprentices are left on their own without mentoring. Is the company looking at numbers in instrumentation?

CPP – The number of instrument mechanics is now at 10, this is where we want to be.

11. Landfill COE Grievance

CEP – We are still wanting for a reply on this grievance.

CPP – We want to talk to Charlie about it first, he is away on vacation.

12. Mel Crain Position

CEP – Does the company plan to fill Mel Crain’s position now that he has gone to Material Handling.

CPP – No, those duties will be completed by existing Steam Plant employees.

13. Call in Overtime Shifts

CEP – There are guys that come in for OT for certain jobs, however, when they get here they say they can’t/won’t do the work. At that point crews are shuffled.

CPP – Of the two examples, the company will stop the practice on the first one, but the second example is a medical accommodation and the company will not stop it.

14. Prescription Safety Eyewear

CPP – In the past the company has made some exceptions and paid for tinting of Prescription Safety Eyewear. However, standards have changed for the types of glasses that can be tinted and the requests for tinting have been stretched. Therefore, the company will not longer pay for tinting regardless of exceptions made in the past.

Signature on file
Ben Ruether
Union Representative

Signature on file
Jason Bourguignon
Company Representative