

Standing Committee Meeting #457
Administration Board Room
June 7, 2012

Present: Jason Bourguignon, Tony Christy, Dan McRae, Dave Needham,
Ben Ruether, Reg Meisner, Doug Carey, Brian Bush, Guy Dickie

Update on Steam Plant Accommodations:

CPP – The Physical Demands Analysis for the Recovery Position has been revised. The next step is to schedule Functional Capacity Assessments with CBI Physiotherapy for the affected employees. The company will provide a letter to the employees outlining the process.

Grievances

1. Russ Young, Unjust Discipline 12-14

CEP – This discipline is excessive. People have locked out this same visi incorrectly in the past before with no consequences. Union feels this should be reduced to one day.

CPP – This is Russ' second lockout violation in a short period of time. The company has agreed to move the visi to reduce any confusion. However, they are clearly labeled. The company is not prepared to reduce the discipline.

2. John Wright, Unjust Discipline 12-15

CEP – This is the same lockout, the discipline is excessive and should be reduced to a verbal.

CPP – This is a consistent discipline for lockout violations throughout the mill. The discipline will not be reduced.

3. Failure to Notify (Master Blasters) 12-16

CEP - The local does not accept annual notice for this contractor. The scope of work done by Master Blasters is increasing and we are not getting notices of the work they are doing. We need to put a meeting together to discuss the issue and we need to start getting notices immediately for the work they are doing.

CPP – The company does have the right to issue annual notice. Perhaps there is some language that can work for both of us.

4. Ken Williams/Dave Strang Unjust Discipline, 12-17 & 18

CEP – There are many questions about this particular lockout. It could have been tampered with and the union asks the company to drop the discipline.

CPP – The company understands that there is enough uncertainty around the sequence of events in this lockout that they will drop the discipline on the two employees. This will be done without prejudice.

5. Grievances 12-19&22

CEP – The union would like to put these grievances in abeyance.

CPP – Agreed.

6. Felt Changes During Shutdown, 12-24

CEP – During the shut there were some felt changes done on Wednesday night. Usually Machine crews are doubled up during the shut on felt changes and there is no practice of using production labourers in on overtime for this. However, this night, two production labourers that were in on OT in the Bleach Plant were called over to assist. This was OT that should have gone to B-Crew Machine Tenders.

CPP – The felt changes occurred one day sooner than scheduled and the crews on site were utilized in the area where they were needed the most. The production labourers were not assigned strictly to the Bleach Plant, but to assist wherever they may be needed. It was the intent of the company to try to double up with extra machine crew members to change felts but in this case it made sense to use the production labourers that were already in on Wednesday night and finish any remaining felt work on Thursday when the machine crew was doubled up.

7. Colonoscopies

CEP – A recent arbitration out of Hinton was decided that colonoscopies were considered hospitalization and should be covered for lost wages for the one day period. It is the unions opinion that this extends also to CPP.

CPP – The company has not yet come to that conclusion. CPP's language is slightly different as it refers to "bed-patient" instead of hospitalization. We are reviewing the options at this point.

8. Lime Spill

CEP – What is the company doing in regards to the recent lime spills on vehicles.

CPP – The company has sent out a notice to contact Jason Bourguignon if any material was deposited onto their vehicles. The company will set up with a local company to have the vehicles cleaned.

9. Call in Messages

CEP – What will the company be doing in terms of leaving messages when trying to call guys in.

CPP – On a case by case basis it should be consistent for the series of calls. If a supervisor starts leaving messages, he should leave a message for all he calls, or if he is not leaving messages that should be the case for all the calls.

Signature on file

Ben Ruether
Union Representative

Signature on file

Jason Bourguignon
Company Representative