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March 3, 2005

Standing Committee Meeting #423
2:45 to 4:30pm Production Board Room

Present Union: J Booth, B Bush, S Keram

Present Company: B Eby, C Esplen, R Pomeroy, D Hardman

1. Trucks

Union: The union asked for clarification on a West Fraser truck delivering material and 3 other trucks taking material to Williams Lake.

The union wanted to know if the trucks were union and what they were delivering.

Company: The West Fraser truck is delivering hog fuel to our site when the West Fraser MDF plant cannot use the material. The 3 trucks removing material to Williams Lake are from DCW trucking and are taking fines to Williams Lake. The 3 trucks are an interim measure.

These trucks are not union operators.

Disposition: The Union had no comment at this time but would pass this information along to the material handling crew and comment later.

2. Job Posting

Union: The Union requested that job postings not be posted during prime vacation periods. Employees off on vacation do not have an opportunity to bid on these jobs. The Union recognizes that timing may be an issue.

Company: Employees have the right to pre post on jobs in HR. If they want to ensure that they are considered they may complete the application. The prime period is June 15 to September 15 and timing will be an issue.

Disposition: The Company will send a note to all employees in June to remind them to pre post prior to taking vacations.

3. **WI Cheques**

Union: The Union requested that all employees have their cheques mailed to their homes as it is a hardship on employees to pick up a cheque. Employees may be in Vancouver and need access to the funds.

Company: The Company issues the cheques at the HR department to ensure that the claims process is being followed. This assists us in facilitating paperwork for claims and stopping claims issues before they cause delays in WI claims.

We have mailed cheques to employees under conditions as stated by the union in the past. If employees have special conditions or hardship, the cheques can be mailed.

4. **Steam Plant Training Grievance**

Union: The union has refiled this grievance as the last grievance that was going to arbitration was being contested by the Company as “timed out”. The Union cannot afford to go to arbitration on time out again. This same issue remains to date in the department with senior employees getting a higher rate than junior employees. The Union was not prepared to pay the arbitrator to determine if the grievance did not meet the time limits under our grievance procedure.

The senior man should always be paid the higher rate. The Union is asking for retroactive pay all the way back to the redesign for times a junior employee was paid a higher rate.

This issue has been around since day 1 of the redesign and the Company was not prepared for the training required.

Company: The Company is concerned that the union is refiling a grievance that was just last week adjourned by the arbitrator. Employees are trained on shift as required and the senior man on one shift may be trained slower or faster than on another shift for several reasons.

The Union has certainly complicated the issue by refiling under a new date after

dropping the grievance just last week.

5. **Mel Crain Grievance**

Union: The union is refileing this grievance as Mel has been bypassed by several new employees in the past few months. The Company also hired several summer students to work on shift while Mel was assigned to dayshift.

Company: This grievance was already dealt with by the Arbitrator. It is a technical argument at this point if this can continue as a new grievance. The lawyers will argue that if required.

Disposition: The Company will review the union grievance and reply on the Union grievance form. A copy will be sent to J Booth.

6. **Hog Clean up Grievance (J Hruschak)**

Union: The Union has a grievance regarding the contracting of clean up work in the hog galley. This was work of the old #2 operator who spent 80 – 90% of their time cleaning up this galley. There are several other cases of where this contracting is being done in the chip dump, recaust etc.

There seems to be issues with the new hog installation kicking out.

Company: The engineering department is looking into the hog galley deficiencies and these will be corrected during the major shutdown in April. Where the clean up is required and we cannot get enough of our own employees, or the work is too heavy to clean up in a timely manner, it has to be contracted.

There are a few other grievances on file and the new committee may want to check on grievances filed December 3 and 15, 2004. These are from Scott Gamache. Is the Union proceeding with those grievances?

Disposition: The Union will check and let the Company know about the other grievances regarding the clean up contractors.

7. **Trades Training**

Union: The Union did not agree to participate in trades training other trades. The machinist is training millwrights on a lathe in the rebuild shop. This should cease immediately.

The union did not agree to train employees in the 1998 negotiations and have a

bylaw that they will not train other employees. The flex training was all done by contractors and this shows that there was no agreement on training in 1998 by the Union.

Company: Employees are always training other employees. The buddy system of training has been here since 1972. The machinists have been asked to show some millwrights how to use a new lathe in the rebuild shop.

Trades have been showing apprentices how to use equipment on site. This is not unusual and is actually a part of the millwright technical training during apprenticeship. Millwright apprentices at Cariboo spend 8 weeks of their training in the machine shop. We intend to use this training.

Disposition: The union agrees that trades training apprentices and buddy training is a practice here but the Union position is that this other training is a violation of agreements. The Company disagreed and will continue this training.

8. **Time Off Restrictions**

Union: The Union asked for an explanation of why all time off requests were restricted during mill shutdown days. The employees have earned time off and it should be granted as mutually agreeable not just if the Company says no time off is available. Employees have a hard enough time getting time off now. Employees may have special reasons to take time off during shuts.

The union requested published reasons for the time off restrictions.

Company: The restrictions for taking time off during shutdowns are fairly obvious as this is what ensures that we are able run during the rest of the year. Start up and shutdown of the mill is critical.

The Company is not sure that any other explanation of restrictions needs to be published. If employees have special events etc. then time off during a shutdown has been given in the past. Each case is looked at individually.

9. **Brian Matthews Grievance (January 21, 2005)**

Union: This grievance may have been settled at step one but this needs to be verified. There may be a grievance for Dan Leblanc regarding this same incident.

Company: We believe this was settled with J Dawson being given some make up time. We are not aware of the D Leblanc grievance.

Disposition: The Company and Union will verify where this grievance is in regard to settlement.

10. **Mike Pomeroy Grievance**

Union: This grievance states that it is discriminatory but it should also be stated that it is unjust discipline. Mike was just following a new lock out procedure developed by his supervisor. Mike did not question where he had to hang locks or sign. He probably should not have followed this direction blindly and questioned the lockout procedure more at the time. Mike did not feel that he knew what he was doing as this was totally new to him.

Mike should not have any discipline on his file due to this incident. In fact there have been other violations in the department with no discipline and they were trained operators. The discipline is not consistent.

Company: This does not seem to fit the investigation of the incident but will be reviewed.

John Booth
Union Representative

Charlie Esplen
Company Representative