

**Standing Committee Meeting #450**  
**Administration Board Room**  
**March 10, 2011**

Present: Jack Grant, Doug Carey, Dan McRae, Jason Bourguignon, Steve Bird,  
Rob Kovacs, Dave Needham, Ben Ruether

**1. List of Specialists**

Union – The union requests a list of “specialists” in the maintenance department from the company.

Company – The use of “specialists” does not come up very often. We could only find one example from the last year. Don Edwards with his A-class gas ticket would be one for the kiln.

Note: Company and union agreed that Vibration Analysis, Soot Blowers and Glen Apps for certain machine jobs would be classified as “specialists”. If others come up in the future the company will make efforts to inform the union.

**2. Review of OT Equalization**

Union – The union has some concerns with the list. Some trades have the gap in hours widening (electrical, instrumentation, welders). The union request the company do something to correct these problem areas.

Company – Many changes have been made to the overtime equalization procedures. A lot of work by both parties has been put into resolving the issues. At this time there are no plans for anymore changes.

**3. Steam Plant 11- 01 Steam Plant Posting**

Union – The union would like to group this grievance as well as 11-08 with the 4th class bid going to arbitration as they are identical. The arbitration will resolve these other two grievances.

Company – There is a grievance that deals with entry into the Steam Plant. Grievances 11-01 and 11-08 appear to be the same and should be answered by the original grievance.

#### **4. Ron Durocher 11- 02 Unjust Discipline**

Union – The 4 day suspension for the derail Ron was given was excessive. There were weather conditions that were less than ideal and the derail sign was not up.

Company – The conditions described only make the checks that Ron should be doing even more important. Following the work instructions is extremely important and the attention to details of the job cannot be forgotten.

#### **5. Dan Leblanc 11- 03 Unjust Discipline**

Union – Dan's discipline was unjust. Road conditions were extremely icy and he was following protocol he was taught if you loose control of the machine.

Company – If conditions are not ideal then extra precautions need to be taken by operators. Operators are responsible for maintaining control of equipment. He was talked to a couple of days earlier for excessive speed.

#### **6. Material Handling 11- 05 Earned Time Off**

Union – If the practice of using V.Lowe in the LOP for earned time off is going to become common practice, then all of the day workers in Material Handling want that time off. Otherwise the local will grieve it as an unacceptable practice.

Company – V. Lowe did not end up working the shift in question. The company saw no reason to not use V. Lowe to cover the vacancy. It was an appropriate option at the time.

#### **7. Retirement Seniority Move 11- 06**

Union – The union would like to know what the company practice will be when it comes to retirements and when seniority moves are made. The unions request is the practice is consistently applied.

Company – When an employee is running out vacation and only going to return for one day it makes sense to make a seniority move. There are many variables that can affect how retirements will impact on seniority moves. Each will have to be decided on a case by case basis.

## **8. Ski-Hi COE 11- 07**

Union – For 2 days an individual (non-union) worked on site. Contractors are in a trust position and they need to follow the rules. COE needs to be paid, Ski-hi needs to pay restitution to the employee and we need to take further measures to ensure this company respects the agreement.

Possibilities would be an ongoing audit for a year similar to what we did with Babcon, or perhaps being banned from site for a period of time.

Company – This employee did not fit the definition for COE. The company will not make a move toward Ski-Hi to instruct them to pay the individual or ban them from site. Ski-Hi is aware of its obligations under our Collective Agreement.

## **9. Ed Sankey 11- 09 Unjust Discipline**

Union – There is well documented friction between Arrow and CPP crews. Ed was trying to diffuse the matter by talking the Arrow driver down. These are not isolated incidents, others where Arrow employees have been the aggressors.

Company – Ed was disciplined because his behavior and comments were unacceptable. The example given by the union involving Arrow will be looked into. The company will not tolerate this behavior from either party.

## **10. Dorsey/Janischewski 11- 10 Unjust Discipline**

Union – The union doesn't understand why both were disciplined. It is not clear who's responsibility it is to obtain a Hotwork Permit. Neither of these employees received training on Hotwork/Sparkwatch. The Union requests a copy of training records for these individuals.

Company – It is the responsibility of the guys doing the work to get the Hotwork. This has been a long standing to gets permits before starting hotwork. They were disciplined for failing to get the required permit.

## **11. Call in Overtime – S/R**

Company – Changes were recently made to the Steam Plant call-in procedure. Many crew members are still not happy. The company will not make anymore changes until the crew/union present what they would like to see as the procedure.

Union- Agreed to meet and discuss some possible solutions.

## 12. Accommodations in Steam Plant

Company – We need to deal with the number of unofficial accommodations in the Steam Plant. These are creating operations issues. Employees need to have these issues dealt with through the local.

Union – Agreed the local and the company need to resolve these issues. The union needs to know who the individuals are in order to address the issue.

Signatures on file

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Ben Ruether  
Union Representative

Signatures on file

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Jason Bourguignon  
Company Representative