

Standing Committee Minutes #431  
March 2, 2007

In Attendance: Daryl Nelson, Troy Nazaruk, Glen Barker, Rick Stuart, Jason Bourguignon, Keith Carter, Charlie Esplen, Dave Hardman

CEP – The union would like to officially thank the company for supporting members going to Harrison School this winter.

1. Scott Richardson/Chad Klassen – Lockout Discipline

CEP – The union realizes lockout infractions are serious, but the circumstances in this case don't warrant discipline. Both individuals expressed concern over doing the lockout to their supervisors because they were not that familiar with the area. We believe training was an issue in this case.

CPP – The lockout infraction shows that they were aware of what they were supposed to do. The points they were locking were correct, however, they signed off on a point that they failed to hang a lock on. That is not a misunderstanding of lockout or the process, this is a case of failing to pay attention to detail. However, Steve Bird may go back and revisit this lockout.

2. Terry Clearwater – Discipline

CEP – The union feels the suspension for Terry was excessive and unnecessary. We are requesting the suspension to be dropped.

Union – Terry was suspended for being AWOL, his absenteeism warranted the suspension.

3. Oilers/Millwrights Overtime

CPP – Maintenance worked out an agreement that if an employee gets called for overtime on one list, the hours get reflected on both lists and they go to the bottom of the rotation.

CEP – The hours don't seem to add up.

CPP – We will zero out the hours and moving forward see if the hours add up properly.

4. Move Up Rates – S/R and Production

CEP – Are the guys in the S/R when they move up getting the rate for the remainder of the day or just for the time they have moved up. Our understanding is that they should get it for the remainder of the day.

CPP – Our understanding was that it was only supposed to be for the part of the day. We will check to see what we are doing.

5. Moving Employees from Production to Maintenance during shutdown

CEP – If you are planning on pulling guys from production to maintenance for this year's shutdown, do you have a plan to equalized the overtime?

CPP – We are not sure what we are going to do this year. Once Production and S/R have all their manning needs worked out we may look at it. Last year was different than most, the warehouse was shut completely down and days off for a particular shift landed of the first 4 days of the shutdown. That is not happening this year.

6. Chip Galleyways

CEP – There are a lot of older guys in material handling that are required to clean galleyways on weekends. There is a lot of physically hard work for these guys, which could easily result in a lot of injuries.

7. Garage Mechanics

CEP – The garage mechanics are interested in getting training on the Lindi forklifts.

Signatures on File

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Daryl Nelson  
Union Representative

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Charlie Esplen  
Company Representative