



Feb 15, 2012

Hello Bruce, last night at our general membership meeting the local has approved the changes to the steam plant entry policy laid out below. Please accept this as official notice that as agreed below the local will withdraw without prejudice the following grievances 09-04,09-05,09-06,10-06,11-01,11-08,11-18,11-23 and 11-43. We will also be looking to get a committee together from the steam plant to work with the company on items 6 & 7 below.

*Thank you,*

*Glen Barker  
President cep 1115*

### Changes to Steam Plant Entry Policy

1. If in the Steam Plant there are 16 Bargaining Unit members possessing a minimum of a 3<sup>rd</sup> class ticket holding bid positions, and all other members possess a minimum of a 4<sup>th</sup> Class ticket, a posting as laid out in the C.A. applies.
2. If in the Steam Plant there are 16 Bargaining Unit members possessing a minimum of a 3<sup>rd</sup> class ticket, and one member is working on obtaining a 4<sup>th</sup> class ticket, and a bid position becomes vacant, the company will bring the posting issue to Standing Committee. The options will be discussed but ultimately if agreement cannot be reached the company has the right to post for 4<sup>th</sup> class qualifications.
3. If in the Steam Plant there are **not** 16 Bargaining Unit members possessing a minimum of a 3<sup>rd</sup> class ticket, the company has the right to post for up to 3<sup>rd</sup> class entry qualifications.
4. The following outstanding grievances would be withdrawn without prejudice 09-04: Steam 4<sup>th</sup> Class Posting, 09-05: Steam 3<sup>rd</sup> Class Posting, 09-06: Steam Plant Job Posting, 10-06: Steam 3<sup>rd</sup> Class Posting, 11-01: Steam 4<sup>th</sup> Class Posting, 11-08: Steam 4<sup>th</sup> Class Posting, 11-18: Steam 4<sup>th</sup> Class Posting, 11-23: Steam 4<sup>th</sup> Class Posting and 11-43: Steam Entry Posting 4<sup>th</sup> Class.
5. That Angelo Sia, the griever to a number of these grievances, will be awarded the next bid position to the Steam Plant, if he so chooses.
6. It was recognized that all new entrants into the steam plant would obtain a 3<sup>rd</sup> class ticket with in a fixed period of time, and the company and the union would work together to define a time period that is reasonable for this to occur. Once defined, entrants that do not obtain their 3<sup>rd</sup> class ticket within this time period would be removed from the department. Existing S&R employees would be grandfathered from this requirement.
7. The union and the company will work together to improve the implementation of training in the S&R department.

