

**Standing Committee Meeting #443
Administration Board Room**

January 13, 2010

In Attendance: Steve Bird, Jason Bourguignon, Dave Needham, Dan McRae, Charlie Esplen, Scott Watson, Ben Reuther, Doug Carey, D'arcy Laird, Brian Bush, Daryl Nelson

1. BC Pension Plan Web Link

Union: The union requested that the BC Industry Pension Plan web site be included as a link on the West Fraser Web site.

Company: Bargaining unit employees do not generally have access to the West Fraser web site at Cariboo. The link is not something that can be supported.

2. Daryl Nelson Grievance 09-23

Union: There are other employees who are being trained up two positions in the fibrelines before Daryl. Waiting 2 years before being trained is too long to wait. Training opportunities must respect seniority.

Company: The training is done by priority for the overall department and not by seniority. There is an annual plan on who should be trained and in anticipation of upcoming vacancies. This was shared with the union.

3. Larry Simmonds Grievance 09-25

Union: The Company did not properly notify the union of the use of Webbs crane October 20 – 21 2009. The Company crane had some deficiencies but could have done the job for the Stoker job. The union is seeking overtime pay and meal tickets for Larry due to missing this opportunity to work.

Company: The Supervisor issued a notification of contracting and also discussed this work with Larry and a contracting committee member. There is some confusion on the readiness of the Cariboo crane for this work but there is no loss of work for Larry in this instance. No make up pay is required.

4. Code of Ethics Payment

Union: The Company should be paying the amounts due for code of ethics for all the contractors and sub-contractors who worked on the recent chip pile fire.

Company: This issue has already been discussed by Bob Norman and the union. There is no change in our explanation. Code of ethics payments are due for construction work, for work

done on maintenance and repair work and this work is normally done by CPP employees. There was nothing normal about the chip fire and it did not fit the description for payment. No COE payments are due to the union or pension plan.

5. E Mail Properties

Union: The union wants to go on record that corresponding to members with e-mail restrictions on the note are not appropriate. Union members are put in compromising positions with this type of restriction. We ask that the company stop this practice unless it is of a personal matter or something that we agree needs to be restricted.

Company: This has happened in the past and may be necessary in the future.

6. Job Posting

Union: There was a recent job posting notice given to the union regarding the day production labour position. Was this an error or is it correct?

Company: The last posting for this position was posted and only two employees applied for the job. The job was awarded to the senior employee. This employee has actually been on the job since that time. There was an oversight in not positing the notice of the successful candidate. This oversight will be corrected in the future.

Disposition: The union will discuss the posting and get back to the Company.

7. Year End Overtime Equalization List

Union: The union likes the trends in the year end report with most departments experiencing a decrease in the differential of hours. The exception is the millwrights with a trend is in the opposite direction.

Company: The union and Company will discuss this situation outside of standing committee and see if there is a way to change the list functions to make this more equitable to the millwrights.

8. Seniority List

Union: The union is concerned over the department seniority dates on record.

Company: The Company will take a look at the list and see what can be done to clarify dates for department seniority.

Signature on file
Ben Ruether
Union Representative

Signature on file
Jason Bourguignon
Company Representative