

**Standing Committee Meeting #442
Administration Board Room**

April 23, 2009

In Attendance: Steve Bird, Jason Bourguignon, Dave Needham, Shawn Doucette, Charlie Esplen, Ben Reuther, Doug Carey, D'arcy Laird, Daryl Nelson

1. LOP Issues Fibreline

The Union stated that the LOP in the fibreline should be changed to reflect the new rates due to the last job evaluation. The base rate for the day production labourer should be the determining factor and not that the job is a shift position.

The union sees the two options as paying the shift production labourers more money than job evaluation ie. the same as the day production labourer or to post the day job separately.

The Company was not of the opinion that the rates can be determined by other than the job evaluation plan. The Company and Union are part of the plan at this time.

The Company will review the union explanation and get back to the committee. There is no real rush here as there are no positions available at this time.

2. J Hruschak Grievance Seniority

The Union stated that the practice of a CRE on one shift working as a field engineer while a junior person is working and paid as a CRE is a violation of the agreement if there is a senior man on another shift that should have the seniority move.

The Company stated that the practice had been stopped and would advise the union of the date. S Doucette will check with Dan McRae and advise the union.

3. Potable Water

The Union stated that the water in the dry end was a problem. The water quality issue had been discussed at negotiations. The hot water has an odour.

The Company has met with B Steele and has done some of the work in regard to the water system. The quality of the water is tested regularly and there are no quality issues. Some other work may be required and will be discussed. Dave Needham will work with Bruce Steele to see what else can be done.

4. Job Evaluation

The Union asked when the retroactive pay would be forthcoming after the last evaluation.

The Committee will check with M Logie today.

5. Steam Plant Crew Changes

The Union asked about a crew shuffle that is planned in the steam plant.

The Company is not aware of any shuffle at this point in time. Dan McRae can clarify upon his return to work next week.

Signature on file _____
Ben Ruether
Union Representative

Signature on file _____
Jason Bourguignon
Company Representative