

**Standing Committee Meeting #434
Administration Board Room**

November 19, 2007

In Attendance: Brian Bush, Rick Stuart, Daryl Nelson, Glen Barker, Steve Bird, Dave Hardman, Charlie Esplen, Keith Carter, Jason Bourguignon

1. Jack Page Grievance

Union – The union would like to withdraw this grievance without prejudice. We believe there is another issue with Jack and that is a training issue which should be looked at.

2. Terry Clearwater

Union – We would like to put this grievance in abeyance until the next meeting.

3. Tim Lothrop Grievance

Union – Tim is entitled his bid job and move ups when he is trained. The regulations don't ask for his ticket.

Company – He can move up when is qualified, for us that means a 4th class ticket. The boiler branch considers 4 positions when requiring tickets. The company has decided that it would require the 4 class for shift positions.

4. Brady Daniels Call in Grievance

Union – Brady should have been called because it was not incumbent coverage, it was an extra coverage call in.

Company – We have an agreed upon system, everyone has a call in mate, from there we just call down the list. This was agreed to when with did the reorganization.

Union – If there is notes from that, could we see them?

5. Clarke Williamson Call Grievance

Union – Clarke was called and asked for some advice on a job. He was on the phone for about 20 minutes and was not paid for that time.

Company – He was paid for that time. Clark put in for 2 and 2. He is not entitled to that because he didn't report to work. You must report to work to get 2 and 2.

6. Greg Laberge Training

Union – All training used to be done with guys to cover. We don't have spare moments to do it on shift. Greg had to take the material home to learn it.

Company – We made a reasonable request for him to attempt it on shift. He did that and he successfully completed the WHMIS program. We will asked guys to do it on shift when we feel its reasonable to do so.

7. Bottled Water

Union – You removed the bottled water, we have had a water problem for years. The lines are bad and not work has ever been done on them. We have not coolers or filtration systems.

Company – The water is filtered. Technical does regular sampling to be sent out for testing and the quality is good. There is annual flushing and cross connection issues have been dealt with. We have two trained employees on potable water maintenance.

8. Marty Sportak – Junior Person a Higher rate of Pay

Union – Marty was moved to a different shift. There are junior people getting a higher rate of pay. This is not supposed to happen.

Company – This was not a seniority move. Marty was moved because the crews wanted to keep groups together to keep them balanced for vacation purposes. Marty doesn't need to be moved.

9. Luke Johnson – Seniority bid to Production

Union – Luke won a bid, he hasn't been released. He should have been, but since he hasn't he should be kept whole with the rate of pay and shift pay.

Company – Delays in being released can happen. We are hiring someone to replace him since nobody took the bid. He will be getting paid for the job he is doing. As soon as he has trained his replacement he will be released into the fiberline.

Signature on file
Daryl Nelson
Union Representative

Signature on file
Charlie Esplen
Company Representative