

**Standing Committee Meeting #463
Administration Board Room
September 26, 2013**

In Attendance: Dave Needham, Dan Wilson, Jason Bourguignon, Tony Christy, Glen Barker, Reg Meisner, Ben Ruether, Brian Bush, Mike Harrold, Doug Carey

1. Grievance – Dave Logie Call In

CEP

Union's position remains unchanged from previous conversation with Dave Needham. They do not accept that any part of the consent award relieves the company of providing make up time when mistakes are made on the call in list. Mistakes should be corrected as soon as possible and not wait for the list to correct itself. Past practice is to provide make-up time.

CPP

The company believes the consent award does allow for a case by case when dealing with less than a full shift. Provided that the situation allows for the OT Equalization List to provide other opportunities for the individual to make up the time.

CEP

The list has too many inherent problems to make that argument feasible, and the employee is not made whole through overtime equalization – meal tickets and call time would not be provided as in the call.

2. Chip Screens Day Utility Posting Wording

CEP

The wording that is included on these postings is a little redundant and can be confusing.

PLEASE NOTE: This posting is the permanent entry position to the Fibreline department. The successful applicant would then move to the Fibreline line of progression when a permanent vacancy occurs.

The first sentence is really all that is needed because the Chips Screens Utility position is part of the line of progression.

CPP

Agreed, the second sentence will be dropped.

3. Notice of Successful Candidates Job Postings 2013 – 14, 15, 16

CEP

The successful applicants for these job postings were all listed on a single announcement. Could they be reposted individually with the closing dates of each one.

CPP

Yes, we will repost individually for clarification.

4. Discussion on O/T for Chip Screens and Hog Galley Clean Up

CEP

Meetings were held with the company that achieved resolve, but the company said it would not be held to it at that time. Want to have more discussion at the Standing Committee.

CPP

The union has provided the outline for what they would like to see for offering overtime in the Chip Screens and Hog Area. While the company would prefer to offer the OT to the guys doing the work in the area first, even though they are considered labour pool employees, the company is not hung up on it. The company would like a little more time to go over the details. Also, the company would also like the union to consider a requirement of being trained on the Vacuum Truck as pre requisite to taking the overtime.

5. Union Notification for Member Discipline

CEP

The union would like to remind the company of its responsibility to notify the local with a copy of any disciplines of a written warning or higher.

CPP

Accepted.

6. Request of a phone record

CEP

The union would like to request a phone record to check if an employee was called for an overtime shift.

CPP

The company will pull the phone record.

7. Chip Dump Clean Up Overtime

CEP

Weekend chip dump clean up is still the responsibility of the guys in Material Handling. First call for OT should go to them.

CPP

It's a good point. It was not a conscious decision on the company's part to not call them. Shouldn't be a problem to do that.

Signature on file

Ben Ruether
Union Representative

Signature on file

Jason Bourguignon
Company Representative