

**PRINCE GEORGE PULP AND PAPER MILLS
STANDING COMMITTEE MEETING #251
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 1133**

Held in the P.G. H.R. Conference Room
At 9:00 a.m. on Wednesday, November 14, 2007

PRESENT FOR THE UNION

Kevan Brienen
Gord Brown
Darren Peterson
Ivan Vasko

PRESENT FOR THE COMPANY

Rick Lewis
Bill Mackenzie
Robert Thew

ITEM	UNION POSITION	COMPANY POSITION	ACTION	BY WHOM
1. Duty to Accommodate Grievance #32206 - S/C #241-7, 249-2, 250-1		a) Meeting setup for January 11, 2008 at 10:00 a.m.		
2. Labour Agreement, Article 1, Sec. 4, Grievance #4781 - S/C #246-8, 249-3, 250-2		a) Meeting setup for January 11, 2008 at 10:00 a.m.		
3. Pulp Price Trigger Bonus Payment - S/C #243-10, 248-4, 249-5, 250-3		a) We received your letter, which still does not negate us from paying taxes. If you have some other plan that you think will negate CPLP from paying taxes, then we will need it in writing from the Canadian Revenue Agency. As we informed you in our letter of May 17, 2007, CPLP is required to withhold and remit mandatory deductions against all payments of salaries or wages. Failure by CPLP to withhold and remit source deductions will subject it to interest and penalties that are imposed under the Income Tax Act.		
	b) It may be sometime before we have something to you in writing.		Follow Up	Union

ITEM	UNION POSITION	COMPANY POSITION	ACTION	BY WHOM
4. Cafeteria Price Increase	<p>a) We are receiving a number of complaints from our members about the lack of food in the cafeteria. We would like to nip this in the bud and tell our members that the cafeteria employees have no control over the amount of food that is brought in.</p> <p>c) We are also having a problem with the price increase on things like pizza at \$3.50 when we see a flyer in the newspaper with a price of \$1.50. Do you not do any comparison-shopping?</p>	<p>b) If your members have a complaint, we encourage them to report it to their supervisors, which in turn will be relayed to the cafeteria supervisor and rectified.</p> <p>d) Our suppliers were going to raise the price of the pizza so we told them we would buy the pizza elsewhere. The supplier said he would decrease the price to keep our business. We also add extra toppings on the pizza, which makes them different and more expensive than what you might see in a flyer.</p> <p>Comparison-shopping is an ongoing item and we will shortly have Costco on site to discuss their pricing compared to what we are buying currently.</p> <p>The price increases are to balance the price of the food with the cost of the meal and utensils.</p> <p>Meals are planned out so that we can buy enough food for the week and if necessary, the cafeteria employees can phone Homestead Meats and place an emergency order. This should be a very rare occurrence.</p>		
	<p>e) We appreciate the explanation today and will take this back to our membership.</p>			

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5. Machine Speeds – S/C #250-7	a) We received the information again we were asking for from you and have distributed it to our members. Is there any way we can pass along the vibration monitoring information to our members as well?	b) We'll see if we can get it into some format that everyone can understand. We rely very heavily on our vibration experts to interpret the information for us.	Follow Up	Company
6. Grievance #21223, 16834, 16835 – Seniority	a) Violation of seniority rights and any other articles, which may apply, in regards to scheduling a junior man in a senior position above the scheduled operator.	b) All three grievances involve a junior operator working as a winderman while a senior operator is working as a stock prep operator. In the line of progression, the winderman job is senior to the stock prep operator's job. In these cases, both of these operators were paid the winderman's rate. The junior operator was paid the rate since it was the job he was doing and the senior operator was paid the winderman's rate to maintain his seniority rights. Pay is determined based on the job being performed and that there is an evaluation process to determine this pay. Seniority rights will result in a senior operator being paid the same rate as a junior operator if the junior operator is working at a job that pays a higher rate in the same line of progression for that crew.		


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While we acknowledge the circumstances, these events are somewhat unique due to the training being done for the new line of progression. We do not believe this is any different than the way we have handled other situations where a junior operator is working at a higher paying job than a more senior operator on the crew.

Next Meeting: Wednesday, December 19, 2007
9:00 - 12:00
P.G. - H.R. Conference Room



Gord Brown
Union Representative



Rick Lewis
Company Representative