

**PRINCE GEORGE PULP AND PAPER MILLS  
STANDING COMMITTEE MEETING #253  
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 1133**

Held in the P.G. H.R. Conference Room  
At 9:00 a.m. on Tuesday, September 16, 2008

**PRESENT FOR THE UNION**

Kevan Brienen  
Gord Brown  
Ivan Vasko

**PRESENT FOR THE COMPANY**


Rick Lewis  
Bill Mackenzie  
Robert Thew


ITEM	UNION POSITION	COMPANY POSITION	ACTION	BY WHOM
1. Union Leave Payment – Grievance #63406	a) We have received the answer to our grievance and would like an update on the status.	b) We are currently reviewing the time back to 2002 when the new pay system was put into place. The error was created as a result of the coding put into the pay system at that time. Once we have completed our analysis, payments will be made to employees that received LOA for Union business.		
	c) This may include the last set of negotiations? Also for those that bank, will that opportunity be available to them.	d) All the time throughout the period from 2002 will be captured. Once the numbers are together, we will share them with you and work out the handling from there.	Follow Up	Company
2. Local Agreement – Subject III Meals (a) Cafeteria	a) This is an area, which is a bone of contention with the local. There are a lot of rumors and stuff floating around on the floor, which we find very disturbing.	b) We are preparing to make some significant changes to the service offered through the cafeteria. It is certainly no surprise to anyone the amount of monies being lost through the cafeteria. We have discussed this issue on several occasions at Standing Committee and it's come to a time where cost must be controlled.		
		Currently we do not have all of the details as to how or when this will unfold as we are currently exploring options.		

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	c) We asked point blank at negotiations about the cafeteria and you dropped this item during that process.	d) We both had items at negotiations, which were dropped throughout that process. We understand the language in the agreement with CEP Local 1133 and that did not change during negotiations.	Follow Up	Company
	e) We are not happy with any changes to the current service. The local has fought hard for what we enjoy today.	f) Once we have the details worked out, we will share them with you.		
3. 2008-2012 Labour Agreement	a) We now have copies of the Labour Agreement with the changes from this last set of negotiations. We will review and get back to you.		Respond	Union
4. Paper Machine Crew Reorganization – S/C #204-13, 249-1, 250-9	a) Do you have any updates on the status of this reorganization?	b) We are currently working through the job evaluation process to establish a temporary rate as the training continues.		
	c) We would like to know what the line up is going to look like in the end. We are seeing junior guys getting overtime and higher rates than the senior group. The delays are causing dissension throughout the local.	d) We are not aware of a single operator who has been disadvantaged by the moves while we continue with the training. If you have any specifics, please ensue to let us know and we will correct.		
	Last summer was the time frame we were given.	Our plan is to have more information and updates available soon.	Follow Up	Company
5. Local Agreement – 111 Meals (b) Meal Tickets		a) The value of the meal ticket entitlement will be identified on the employees / supervisors pay report and paid out on employees' pay cheque in the future.		
	b) Our members enjoy receiving tickets for which they can purchase meals at a later date. How does a guy buy a meal	c) We will review this concern and will respond.	Respond	Company

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	later in the shift if the value is paid out on his cheque?			
6. Car Wash Tickets		a) In the past, the company has offered car wash tickets to employees for the value of \$60.00 when the car washes are isolated throughout the winter.  Going forward, we will be paying this amount out on employees' individual cheques.		
	b) We will be monitoring this change closely.		Monitor	Union
7. Pulp Trigger Bonus – Payments	a) The local would like to request a detailed accounting break down of the payments to our members of the pulp trigger bonus payments.	b) We will review your request with the accounting department.	Follow Up	Company
8. 4 <sup>th</sup> Step Grievance Response – Letter July 2, 2008	a) We received your letter and would like further clarification on Item #2 – Grievance #4781 – Article 1 Sec. 4 – Human Rights.  We understand your answer to Item #1, we don't agree although understand the response.	b) We don't understand why you are bringing this back to Standing Committee Step 3 after this length of time? The Adjustment of Complaints resolution time lines are quite clear as is the process of extension by mutual agreement.		
	c) We both know the summer months were quit busy and neither of us has paid close attention to these time limes much in the past.	d) We will respond to your request.	Respond	Company

Next Meeting:      Friday, October 24, 2008  
                            9:00 - 12:00  
                            P.G. - H.R. Conference Room

  
Gord Brown  
Union Representative

  
Rick Lewis  
Company Representative