

**PRINCE GEORGE PULP AND PAPER MILLS
STANDING COMMITTEE MEETING #254
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 1133**

Held in the P.G. H.R. Conference Room
At 9:00 a.m. on Friday, October 24, 2008

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. Cancellation of 42-Hour Special Leave		a) The company has received your letter dated October 24, 2008 advising that you would like to cancel the 42-hour special leave.		
2. Labour Agreement – Signed and Ready for Printing	a) One member has not had a chance to read the agreement. Can we set a date for a meeting to sign the agreement and we will ensure that the member has read the agreement prior to the meeting? How about Tuesday, October 4, 2008?	b) If you have any concerns, please let us know before the meeting date.	Follow UP	Union
3. Union Leave Payment – S/C #253-1 Grievance #63406		a) We had payroll go back to 2003 and look at the union leave payment program and calculate the BSD for all CEP employees.		
	b) What is the approximate time for reimbursing the employees for their BSD?	Authorization for payment will be done right way.	Follow uP	Company
4. Union Leave – Subject I (a) – Leave of Absence – Union Business		a) In the review, we became aware that the company had also been missing the on-charge items as well as the payment for the BSD. As a result of this review, we will be invoicing the union for the on-charge items.		

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	b) Can you provide a breakdown of what the on-charge items are?	c) We will get back to you.	Follow Up	Company
5. Paper Machine Reorganization – S/C #204-13, 249-1, 250-9, 253-4		a) We have started pulling together data for the job evaluation. We will share the information with you when it's complete which will probably be by mid November.		
	b) In order to set a temporary rate, you need to do a job evaluation?	c) Yes.		
	d) What are we looking at for the reorganization?	e) Nothing has changed.	Follow Up	Company
6. Subject III – Meals (a) Cafeteria – S/C #253-5		a) We would like to table, we have no further information at this time.		
	b) Have you figured out what you're going to do?	c) There are a number of things we are looking at but would like to present them in one package instead of a piece meal. It is unacceptable to have the cafeteria running at a loss like it is today. We need to control the cost.		
	d) The annual cost to run the cafeteria keeps changing – do you have a figure?	e) We have shared the operational cost of the cafeteria with you on several occasions. We will present you with our plans when they are prepared.	Follow Up	Company
7. Subject III – Meals (b) Meal Tickets – S/C #253-5		a) We will no longer be issuing meal tickets for meals but will instead be paying out the meal tickets on the employee's individual pay cheques.		
	b) What is the guy on shift suppose to do for a meal?	c) He will have to come prepared to purchase his meal.		

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	d) This is a negotiated item and you cannot just arbitrarily decide not to do it.	e) We are not changing the intent of the contract. It is about the efficiency of the operation. We are not taking away from the guys on the floor. We will implement this change January 1, 2009.		
8. Potable Water Advisories	a) We've been seeing a lot of advisories coming out but there is no contact name on them. If a member has a question on it, who would they go to?	b) They should go to their supervisor, but we will talk to our Technical Department and find out who the contact person is.		
	c) The advisories state that you shouldn't shower, wash hands or dishes in the mill water. Are we in a hazardous situation if we shower?	d) It's a precautionary measure.	Follow Up	Company
9. Pulp Trigger Bonus Payments – Breakdown of Payments		a) We have the report you were asking for detailing all pulp trigger bonus payments.		
10. Cost of Negotiations – Breakdown of Expenses	a) Did you receive a breakdown of the costs from us?	b) Yes there are significant discrepancies from what you gave us and what we have calculated. We will sit down and look at the expenses further.		
	c) We will await your response.		Follow Up	Company
11. Overtime Statistics	a) In the past, the local was provided quarterly stats on overtime. Is it possible to receive them again?	b) We share this information with our supervisors on a monthly basis and will share it with you.	Follow Up	Company
12. 4 th Step Grievance Response – Letter July 2, 2008		a) We are a little confused as to why you are trying to bring a 4 th step grievance back to 3 rd step.		

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13. PPWC Local 9 Members Called in to Work – Repulping in Machine Room	b) The local wants some clarification on your response. You refer to having information that's contrary to what we said at the 4 th step. You make reference to having material but we have not seen it. If there is some material, it should have been brought forward before now.	c) Supervisor's notes do not have to be brought forward, they are for our reference only. Any other documents were handed over at the 3 rd step.		
	d) We don't want to see the notes but if you have information that would bring clarity for us, it would help us make a decision.	e) If you need to discuss the 4 th step letter, then let's sit down with the 4 th step committee and discuss it.		
	a) We have grave concerns on the direction that this took. You explained what happened but we weren't given an opportunity to sit down and figure out an alternate way without calling in Local 9.	b) We appreciate the way you found resources to do the repulping. We are looking at our options on disposing of rolls and off-grade.		
	c) We don't argue with the business sense of doing it. The president was give a phone call and asked to come in and repulp. He was not given the opportunity to discuss anything. To him, that's threatening him to come in on his day off. It was insulting and intolerable. It is not acceptable to call in PPWC Local 9 members on OT to cover the work on our machines. The PPWC members were lied to and told that the president approved the decision.	d) PPWC was told that the president was informed. Your response was "do what you have to".		
	e) What makes you think you have the right under our current contract to call in Local 9 members to do our work?	f) We were exploring options to keep the machine running.		

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g) We will review with our membership.

Next Meeting: Wednesday, November 19, 2008
9:00 - 12:00
P.G. - H.R. Conference Room



(Gord Brown) IVAN VASKO
Union Representative



Rick Lewis
Company Representative