

**PRINCE GEORGE PULP AND PAPER MILLS  
STANDING COMMITTEE MEETING #255  
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 1133**

Held in the P.G. H.R. Conference Room  
At 9:00 a.m. on Wednesday, November 19, 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. Subject XVII – 42 Hour Special Leave Cancellation – S/C #254-1		a) At our last meeting, you served us notice that you were canceling the 42-hour special leave. We have put together a replacement but we need to review it with management before we bring it to this table.		
	b) Can you give us a brief run down of what the replacement will be?	c) Not until we review it with management first. We will set a separate meeting to discuss it and not wait for the next Standing Committee Meeting.	Follow Up	Company
2. 2008-2012 Labour Agreement – Ready to Print	a) Some recent items that have been brought up at Standing Committee that has us asking about the interpretation of the contract. We want to go through the contract and decide how to interpret it.	b) Our concern is that we have a signed agreement and it's time to get on with printing the booklets for our employees. If your local wants to spend time going through the contract, that's fine, we await your response as to printing.		
	c) We understand that but with recent events, we want to avoid any future problems and make sure the wording reflects the intent.	d) That's union business and you can carry on with it. We will be moving forward and educating our Supervisors of the new agreement	Follow Up	Union
3. Subject I – Leave of Absence (a) Union Leave Payment – Grievance #63406 – S/C #253-1, 254-3		a) The payment for the shift differential will be in your bank and on pay cheques on the next pay run. The banked shift differential will expire November 30, 2009 and if not used by that time, it will be paid out.		


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4. Subject I – Leave of Absence (a) Union Business – S/C #254-4		a) Detail of the on charge items has been given to you.		
	b) We would like to know the actual detail of the % for each item.	c) We will ask payroll to break it down further.	Follow Up	Company
5. Paper Machine Reorganization – S/C #204-13, 249-1, 250-9, 253-4		a) The job evaluation is almost complete, we have one statistic left and then we will share the information with you. We are hoping to have it done by the end of the week.		
	b) What's the next step after the evaluation?	c) Give the information to both the union and management to review.	Follow Up	Company
6. Subject III – Meals (a) Cafeteria – S/C #253-5, 254-6		a) Item tabled.	Follow Up	Company
7. Subject III – Meals (b) Meal Tickets – S/C #253-5, 254-7		a) We are planning on removing blue meal tickets and including the \$14.00 on employees' pay cheques as of January 1, 2009.	Follow Up	Union
	b) You cannot take the collective agreement and arbitrarily do what you want with it. We will be taking this to the next step.			
8. Potable Water Advisories – S/C #254-8		a) The potable water is fine for showering and washing your hands but not for drinking. The water is checked on a monthly basis, sent to Vancouver for testing and the report is sent back to us.		

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		The water advisories will be posted until the two wells are completed. One is complete now.		
	b) Even with showering, the water is absorbed into your skin. Can we not have an outside source check?	c) We do that once a month now.	Follow Up	Company
	If it is okay to shower, than why does the advisory say it isn't? Also, there is no date on the advisory so we don't know how current it is and a contact name would be good.	We will ask our Lab supervisor for more detail on the advisory.		
		We will review our discussion with the technical employees.		
9. Cost of Negotiations – Breakdown of Expenses – S/C #254-10		a) We see a huge discrepancy on the breakdown of your expenses compared to ours. Having said that, we will have our General Manager of H.R. contact your Regional Representative and see what was agreed on.		
	b) We have already consulted with our representative and that's how we came up with our expenses.	c) We want further clarity as to what was agreed on.	Follow Up	Company
10. Overtime Statistics – S/C #254-11		a) Subsequent to our last meeting, we have shared the information with you.		
	b) After receiving these stats, we noticed that our overtime is very high. Is there anything we are doing to address this?	c) We are always looking at managing overtime and we get challenged on this all the time.		
	d) Why was 2006 so high?	d) We had a high number of new hirers, which incurs overtime.		

ITEM	UNION POSITION	COMPANY POSITION	ACTION	BY WHOM
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Next Meeting:      Wednesday, December 10, 2008  
                            9:00 - 12:00  
                            P.G. - H.R. Conference Room

  
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(Gord Brown) IVAN VASKO  
Union Representative

  
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Rick Lewis  
Company Representative

**PRINCE GEORGE PULP AND PAPER MILLS  
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 1133**

Held in the Paper Machine Conference Room  
 At 1:00 p.m. on Wednesday, November 19, 2008

**PRESENT FOR THE UNION**

Kevan Brienen  
 Ivan Vasko

**PRESENT FOR THE COMPANY**

Bill Mackenzie  
 Robert Thew

ITEM	UNION POSITION	COMPANY POSITION	ACTION	BY WHOM
1. Curtailment Announcement		a) CPLP will be going into a curtailment to take 33,000 tonnes of pulp and 7,200 tonnes of paper off the market.		
		Pulp – There will be an area shutdown on December 18, the mill will be shutdown from December 19 to December 28, starting back up on December 29.		
		Paper – There will be an area shutdown on December 18, the mill will be shutdown from December 19 to January 4, starting back up on January 5, 2009.		
		The goal is to have no employees working at those times except for essential personnel. The Steam Plant will be running their Turbo Generators and Power Boilers.		
		There may be another paper machine curtailment if we do not sell some of our inventory.		
	b) Will employees have an option to put in time or take a layoff?	b) Yes.		
	c) If a person is laid off, how does that affect their benefits?	d) We don't know, we will have to look into it.		
	e) We will inform our president.			