

**PRINCE GEORGE PULP AND PAPER MILLS
STANDING COMMITTEE MEETING #256
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 1133**

Held in the P.G. H.R. Conference Room
At 9:00 a.m. on Wednesday, December 10, 2008

PRESENT FOR THE UNION

Gord Brown
Darren Peterson
Ivan Vasko

PRESENT FOR THE COMPANY

Rick Lewis
Bill Mackenzie
Robert Thew
Guest - Bob Pegues

ITEM	UNION POSITION	COMPANY POSITION	ACTION	BY WHOM
1. Subject XVII 42-Hour Special Leave S/C #254-1, 255-1 – Cancellation		a) We have a replacement plan for the 24-hour special leave.		
	b) Where did you get this? The contract states that we go back to the old agreement. Every six-week period we are entitled to a 40-hour day off. We are not going to implement something that Northwood does.	c) We will go back and look at what the labour agreement states.	Follow Up	Company
2. 2008-2012 Labour Agreement – Printing S/C #255-2	a) We see this directly linking to the cost of negotiations. There was a commitment made by you to us concerning the recommendation of acceptance. We followed through with it but you have not.	b) The memorandum has been signed and we do not see them linked.	Tabled	Union
	Until the cost of the negotiations has been resolved, we cannot go further.	We will begin training of the management group on the negotiated agreement.		
3. Subject I – Leave of Absence (a) Union Business S/C #254-4, 255-4		a) Based on the wording in the collective agreement, here are the costs that should be moved on to you.		
	b) What about the statutory holidays – what gets charged back?	c) That information is all included in the information we have given you. If you have any specifics that require clarity, please contact the department manager.		

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		Also, as of February 1, 2009 as per the cancellation clause in the agreement, we will be canceling the service we now provide in regards to leave of absence for union business.	Follow Up	Union
4. Paper Machine Reorganization – S/C #204-13, 249-1, 250-9, 253-4, 255-5	b) Will full job descriptions be worked out by then?	a) We have our job evaluation stats completed. We can now establish our rates after you have looked at them.	Follow Up	Company
5. Subject III – Meals (a) Cafeteria – S/C #253-5, 254-6, 255-6		a) We will be implementing an efficiency plan for the cafeteria. Starting December 29 we will be going to 10-hour shifts from 7:00 a.m. to 5:00 p.m. Monday through Thursday.		
		The kitchen will be locked except for Monday through Thursday from 8:30 a.m. until 3:00 p.m.		
		Cafeteria seating will remain open 24 hours a day, 7 days a week.		
		Overtime meals on the off shift will be catered by 3 restaurants the same as Northwood currently does. The supervisor will work closely with the SLPA's to ensure meals are obtained.		
	b) This does not satisfy our labour agreement – we will be grieving this move.		Follow Up	Union
6. Subject III – Meals (b) Meal Tickets – S/C #253-5, 254-7, 255-7	a) We will be grieving this.		Follow Up	Union

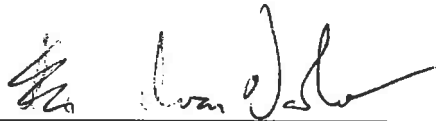
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7. Potable Water Advisories – S/C #254-8, 255-8	b) We need more clarity on the notice. If it is okay to shower then it shouldn't state on the notice that it's not.	a) It is okay to shower or brush your teeth with the water but we do not recommend that you drink it. The advisories will be sent out with a contact name on them and a date.	Follow Up	Company
8. Cost of Negotiations – S/C #254-10, 255-9 – Breakdown of Expenses	b) We will talk to our regional representative.	a) We have spoken with your regional representative and explained our position. We are serving notice today that we will be paying for days your members were scheduled to work and were freed up for negotiations on the actual days negotiations were taking place with CPLP.	Follow Up	Union
9. Car Wash Tickets – Prior Years	a) How long will the outstanding car wash tickets be valid?	b) Should we cancel the use of the issued tickets we will provide notice and give employees an opportunity to redeem them.		
10. Material Handler / Utility Training	a) The executive should have been advised of any variance in accommodation.	b) We did talk to your disability management employees.		
11. Curtailment – Work on Site	a) We would like a list of all employees who are going to be on site during the curtailment.	b) There are no members of local 1133 working on site. Any list outside of that falls under the jurisdiction of the PPWC.		
	c) Is their any maintenance work being done on the machine?	d) No.		
	e) Are you saying that at no time during	f) If we were to do that, we would call in a	Follow Up	Company

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	our curtailment, we will be attempting to put steam into the dryers?	CEP member. Machinery under the CEP jurisdiction is not running.		
12. Coffee Machine / Microwave	a) What's happening with the coffee machine?	b) Our shift supervisor has not gotten back to us yet but it should be complete shortly. What is wrong with your microwave?		
	c) It heats sporadically and the turntable does not work.	d) We will look into it.	Follow Up	Company
13. DMC – Paper Machine Employees	a) His doctor has cleared this member to return to work yet we have seen little movement on him.	b) We have the employee working with the Backtender on lockouts and his knees are already bothering him. The doctor didn't realize the full demands of the job. We will leave him with the Backtender and do a return to work in January.		
	c) It seems like a lot of time has passed since his return to work and he is not back on regular duties yet.	d) We are trying to find a way to make him successful in his work.		
	e) Was this discussed with the disability management committee?	f) Yes, one of the members was present.		
	g) If there is a major change in the status of an employee, it has to go through the disability management committee.			
14. Article XV – Vacations Sec. 4 General Rules (j)		a) Within the collective agreement, there is a clause under general rules where it stats that this is in place for an 8-hour shift worker. With the change to a 12-hour shift worker, the clause is no longer valid. As of April 2009, we will not longer allow leave of absence along with vacation for the 2009 Vacation year and ongoing after this.		
	b) CEP members walked out.			

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- Meeting was discontinued.

Next Meeting: January 8, 2009
 9:00 - 12:00
 P.G. - H.R. Conference Room



Ivan Vasko
Union Representative



Rick Lewis
Company Representative