

**PRINCE GEORGE PULP AND PAPER MILLS
STANDING COMMITTEE MEETING #257
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 1133**

Held in the P.G. H.R. Conference Room
At 9:00 a.m. on Thursday, January 8, 2009

PRESENT FOR THE UNION

Gord Brown
Shane Moscrip
Ivan Vasko

PRESENT FOR THE COMPANY

Rick Lewis
Bill Mackenzie
Robert Thew
Minutes recorded by Cheryl Drummond

ITEM	UNION POSITION	COMPANY POSITION	ACTION	BY WHOM
1. Subject XVII – 42-Hour Special Leave S/C #254-1, 255-1, 256-1	<p>b) This is just another version of the 42-hour special leave, it should be a 40-hour day off. The agreement states "the" not "a".</p> <p>d) We will provide you with the agreement we had before we went to 42-hour special leave.</p>	<p>a) We have cancelled 42-hour special leave as per your request as the 60-day notice has expired.</p> <p>We propose to replace the 42-hour special leave with a 6-month averaging period where an employee would receive 52-hour entitlement that could be scheduled within that 6-month period. If at the end of the 6-month period the employee has worked more than 1040 hours, the remaining hours will be paid out at half time. The entitlement bank will be reset to 52 hrs at the start of the next period</p> <p>c) We do not see it that way. Show us the agreement.</p>	Follow Up	Union
2. Subject I – Leave of Absence (a) Union Business S/C #254-4, 255-4, 256-3		<p>a) You had a question on the CPP / EI portion of the on charge calculation as employee's usually max out on these around July.</p>		

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		The company portion of CPP / EI is spread out for the entire year. The on charge is the company's portion.		
	b) There are several more charges that we need more detail on, like BOT, vacation and post retirement benefits.	d) We will talk to our accountants and get back to you.	Follow Up	Company
3. Paper Machine Reorganization S/C #204-13, 249-1, 250-9, 253-4, 256-4		a) As soon as your Job Evaluation Representative give us the go ahead, we will set a temporary rate.	Follow Up	Union
4. Subject III – Meals (a) Cafeteria S/C #253-5, 254-6, 256-5	a) This has moved to 2 nd step.		Follow Up	Union
5. Subject III – Meals (b) Meal Tickets S/C #253-5, 254-7, 255-6, 256-6	a) This has moved to 2 nd step.		Follow Up	Union
6. Potable Water Advisories S/C #254-8, 255-8, 256-7		a) The next time an advisory is put out, we will come to you with a sample and you can let us know if it's what you're looking for.		
	b) That would be good.			
7. Cost of Negotiations S/C #254-10, 255-9, 256-8	a) Our regional representative will be getting together with your H.R. manager to discuss this.		Follow Up	Union
8. Curtailment		Unfortunately, most of our customers took the same curtailment time as we did and we only removed 500 tonnes of inventory. We also have about 20 feet of a ClO2 line that has frozen during the curtailment, which we are currently		

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		<p>working to fix. This means that we will be running on brown.</p> <p>A few things that we did wrong during the curtailment but have taken notes on so that it doesn't happen again:</p> <ol style="list-style-type: none">1. The curtailment dates were not even for all crews, so we extended it by 3 days.2. A supervisor made an error when he called in 2 operators on December 18 and told them that they would be paid overtime. As soon as we realized the mistake, we told the 2 operators that they would not be paid overtime. The operators decided not to continue working but we did pay them overtime for the time they were here. These operators were on layoff so overtime was not appropriate.3. When we called operators in for December 18 we called by seniority. We should have called by seniority for the crews that were working that day and that were taking the time as a lay off. The 2 operators that did come in were on layoff.4. We paid all operators that were scheduled to work on December 18, 2 hours penalty time. This was a misinterpretation of the contract and should not have been paid. Penalty time is only payable if the		

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		shift is changed and the employee works.		
		5. In January we correctly called operators as per seniority based on the department.		
		6. Our expectation is that operators that were on layoff that did not come in when called on these dates would be putting in time to cover these days. The contract does not allow for senior people to be on layoff while junior people work.		
	b) What constitutes a layoff?	c) If you covered the curtailment with time off. If you did not, you were laid off.		
	d) That's contrary to what E/I says.	e) These are our rules, not E/I's.		
9. Coffee Machine / Microwave S/C #254-12		a) The coffee machine is on order and will arrive in approximately 2 weeks and the microwave has been replaced.		
10. Article XV – Vacations Sec. 4 General Rules (j) S/C #256-14	b) Why are you looking at canceling this?	a) This has been moved to 2 nd step. c) When we had 8-hour shifts, it was practical but when we moved to 12-hour shifts, it did not apply any more. We want to cancel it as it is an expense to the company.		
	d) This has nothing to do with the 12-hour shift, it has to do with continuous operations. It was on the agenda for negotiations yet it was dropped. Your credibility is not very good.	e) We never talked about this at negotiations, and we do not see it as continuous operation.	Follow Up	Union

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11. Article VI – Hours of Work Sec. 5(a) Meals	b) We are getting into main wage items.	a) We are serving notice of a change of practice. In the past on a short notice call-in, the supervisor would give the employee a meal ticket and pay 1/2 hour.	Follow Up	Union
		c) Where does it say that a tour worker gets a half hour of pay with a meal ticket? This is a misuse of the meal code.		
12. Shift Change Times S/C #208-3 December 5, 2001	b) If any of our members ask, we will let them know.	a) We have too many people relieving at different times. We want everyone to start at 6:00 as per our discussions in December 2001.		
		c) We will be instruction our supervisors to talk to them as well.		
13. Business Update		a) As stated earlier, we did not change our inventories very much during the curtailment simply because the majority of our customers took the same time down as we did. As a result our inventory is in the 25000 t range with 10500 t as stock.		
		Moving forward we hope that sales will improve however we have not yet taken out all of the tonnes that we committed to. Given the weakness in the market we may have to do even more than this. Currently it appears that sales are able to deal with about 80 % of our production and if this continues we will need to look at other alternatives to address this. We would like to pull together more information for a separate discussion on alternatives of		

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curtailments going forward. At this meeting we would like your input on possible solutions. Once we have the data together we will contact you regarding meeting to discuss this issue

Next Meeting: March 2009
 9:00 - 12:00
 P.G. - H.R. Conference Room



Ivan Vasko
Union Representative



Rick Lewis
Company Representative