

June 29/30

Committee Members Present:

Alain Larocque  
Bryan Morris  
Jennifer Lowthian  
Lindsay McKellar

Sean Howes  
Sam Snyders  
Jim Fling  
Don Fletcher

**Upgrades:**

- Finalized the upgrade list of 539 employees. Agreed to changes to original list based on employee attrition etc.
- Further discussion regarding process when upgrading in 416. The Union has suggested we explore the possibility of upgrading by service territory vs. common locality due to the constant movement between the three common localities. Further discussion will take place during our Oct. meeting.

**Salary Increases:**

- Due to system limitations the salary increases for SPT employees will not be payable on original date communicated which was July 6, 2011. A letter will be sent to each affected employee explaining the issue apologizing for the delay. The new payment date will be Aug.3,2011

**Benefits:**

- Question was raised regarding Benefit card issuance for upgraded employees. It has been determined that once the employee has completed the paperwork they will receive their card in approximately three weeks. If they have an expense before they receive their card they can send in expense to Industrial Alliance for applicable reimbursement.

**Job Postings:**

- A concern was raised with the current job postings for Fibe TV and Grooming.

**Fibe TV Posting:**

- Our current Fibe TV posting indicated the employee will be required to remain in the Fibe TV position for a minimum of one year. It was decided this restriction is no longer required and will be removed from the posting.

**Grooming Posting:**

- The grooming posting indicated the position was only open to Regular Part –Time employees. The unions concern is that by restricting the applicants we may be overlooking individuals (RFT status) who have been previously trained. The restriction

is due to the flexibility requirement of the job i.e. weekend/evening work change of shifts etc. Follow-up discussions with Cabling Regional Manager to determine if current restrictions are required for future postings.

### **Scheduling:**

- Due to increased forecast the current schedule required RFT employees to work weekends. In some cases these employees had not been required to work weekends in the past. Committee members discussed the possibility of giving the employees advance notice of potential weekend requirements to allow them to volunteer for particular weekends. We have agreed when the scheduling request module is opened we will identify as per the preliminary forecast the potential for RFT weekend work to allow employees the opportunity to request specific weekends. We will monitor success/feedback with future schedules.
- Discussion regarding the application of article 16.01(e) whereas the HR Advisor and the chief steward would meet to review potential schedule issues. It was decided that we would provide a training session for all HR advisors facilitated by Paul Deschamps as he has experience in conducting these schedule reviews.
- We reviewed our current strategy of requesting/assigning overtime. There is a potential that this assigned overtime will be cancelled if load does not materialize. We will monitor and review at our next meeting.
- A concern was raised regarding weekend scheduling, where employees who were senior in their common locality were scheduled to work and on DD were moved into another common locality where less senior employees were not scheduled to work. Jennifer will review specific case identified (Markham into 416). We will review her findings at the next meeting.
- Paging for time off has been raised as a concern to market segments and the requirement of the job. The Fibe TV workforce in some cases are not being offered time off based on their seniority which is causing concern. The company has a training plan in place to resume in August to alleviate this situation. The goal is to have 85% of Fibe TV techs trained on Fibe TV repair by year end. Jennifer will monitor July load to determine if any training can be completed prior to August.

### **Peak Seasonal Fleet Utilization:**

- Jennifer presented an overview of the fleet utilization process where Garage Dispatched employees may be required to pick up a vehicle at a residence of a Home Dispatched tech. Discussion regarding potential issues for parking of personal vehicles, transit availability etc. A detailed process will be reviewed with all techs that may be affected, which will include options if Home Dispatch techs would prefer not to have other techs arriving at their residence.

### **TGP/Seasonal Leave / Pre Retirement Program:**

- A communication will be posted on the Intranet and in work centers to highlight the programs and encourage employees to inquire/participate. The Communications team will develop the format.

### **Committee Members:**

- New members of the JSDC and the LRC are as follows:

#### **JSDC**

- Company: Al Rodford
- Union: Bill Nunn, Sam Snyders and Tom Allen

#### **LRC**

- Company: Steve Coote, Greg Woodford

### **Step 3/Arbitration Process:**

- Discussion regarding length of time to resolve some issues. Currently there are 4 cases involving National Grievances and it was decided they would be expedited by our legal representatives.

### **Policy Review:**

- Reviewed Locker Policy, Absenteeism Policy and Accommodation Policy. The Locker Policy will be reviewed with the H&S Policy Committee. The Absenteeism policy will be issued with some minor wording clarification and the accommodation policy will be reviewed in further detail at the next meeting.

**Next Meeting: Date: July 27<sup>th</sup> 09:00, Argentinia Rd**