

Standing Committee
January 15, 2014

USC: Mike Rochon, Paul Burgher, Curt Ollila, Mike Benthin, Herb Williamson (notes)

MSC: Dave Hathaway, Emily Riggott, Heath Gibson, Ian Dieter,

Guests: Steve Francoeur

Business Update

- Lost time injury, napkin Folder #41. Looking at collateral issues.
- Kelly Wolfe will attend working Safe beyond the Rule in February
- Recovery Boiler, issues with State and Federal Agencies over opacity, Violation by Oregon withdrawn as Oregon was in Conflict with Federal rules
- Box Facial now at 4 crews 24/7 Operation
- Costco buyers to visit Halsey and Wauna at end of January
- Angle Soft, project Ammo, make bigger roll with same base sheet
- Steve to be out of mill next 3 weeks

Agenda Items

13-08, 13-16, & 13-24: Have been paid

3rd Step grievance Responses: sent to hall on 13-30 & 13-40, 13-49, all concern scheduling issues. Company says confusion exists between contract and past practice. Union agrees that confusion exists. Company says that no ground rules exist and don't see how a violation occurred

13-30 Scheduling: Hold Timely

13-49 Scheduling:

USC: Holiday curtailment counts as day worked, mate should have been called to cover OT

MSC: Feels that USC is going with past practice on some grievances and CBA on others

Spot Bonuses

MSC: 71 Spot Bonuses given in 2013 for \$53,500

13-44- 1&2 PM Curtailment

MSC: Scheduler does not provide them a mate list, asks how to document merging of 1&2 ladders during curtailment. Salaried and hourly personnel will work out SOP to deal with this in the future

Theft Issues

MSC: Thefts have occurred in East Maintenance shops, locks have been changed but thefts continue. Ian asked that USC consider a camera. There is a exterior lay down (salvage) and a receiving area at stores that also have occasional thefts, cameras being considered.

USC: Would agree to East Maintenance camera on outside covering door with sign. Don't support use of cameras in other areas

MSC: Would like to put camera on Salvage Yard Gate

USC: Gate camera would cover work area so we would object to this.

13-07 Wage rates

MSC: Ian explained the differences between accounting systems 3 decimal vs. 6 decimals and why different systems are used. Everyone is being paid correctly, CBA is inaccurate

Master Tech Position

Discussion around Master Tech position in box facial, unprecedented position

13-45 & 13-46

MSC: 13-45, Coached, 1st infraction

MSC: 13-46, Reprimanded, 2nd infraction,

MSC: Will look into this further

P-Pay Update

Decisions made in January/February

3rd Step Grievances

13-48 No Union Electrician shadowing Contractor:

USC: Policy requires Union Electrician

MSC: Legally some work is considered proprietary and private by vendor until Georgia Pacific accepts full ownership, Kim Nelson POC

13-51 Late reporting of accident Discipline:

USC: Asked reprimand be reduced to letter of discussion

MSC: Asks union to discuss with grievant

USC: Supervisor made statements during interview that USC would like management to discuss with supervisor

13-47 Salaried Activation of Equipment:

MSC: Discussion was held with Ron Berry

13-32 Unitizing:

USC: Requests 3rd Step Answer

13-33 Pay issue:

MSC: Paid off

2nd Step Grievances

13-52:

USC: EE gave OT away but was not called when additional opening occurred, had not checked "don't call" box on give away form

13-53 Shift Relief Policy:

USC: Make 2 affected employees whole for 11/24 & 11/25

MSC: One employee not covered by grievance and is not timely, also has issue with "make whole" whole as remedy, should be specific

USC: We will file and promote grievance for employee if required

JSC: Discussion over issue of timeliness

MSC: Want employees to observe 30 day window for filing grievance

13-54 Maintenance Coverage:

USC: OT not being allotted by senior qualification, cross off list being used, pay employees as if they had worked (make whole)

MSC: Hathaway- Rotation is common in maintenance for non routine activities

USC: local strongly feels seniority should have been used

14-01 Maintenance Shift Relief:

USC: Will withdraw if going forward this position is bid

MSC: Not a "Regular" position, don't bid non regular jobs

USC: Has been bid for many years

14-02 Pay Issue (Make Whole):

USC: Hold Timely

Meeting Adjourned.



For the Union



For the Company