

Standing Committee
August 22, 2012

USC: Bill Kerr, Mike Rochon, Mark Oja,
Herb Williamson (notes)

MSC: Ian Dieter, Dave Hathaway, Emily Riggot, Olivia Huynh

Mill Manager- Company will do moderately well this year. Union president discussed Liquid Natural Gas pricing and availability. Wauna is not on list for a new paper machine

3rd Step Grievances were discussed:

12-12, 12-24, 12-25, 12-28, 12-31, 12-35, 12-41, 12-43, and 12-47

Grievances:

11-01:

USC: Send back to 2nd Step

MSC: Agreed

11-31:

USC: Hold timely

MSC: Agreed

11-49: through 11-51:

USC: Hold Timely

MSC: Agreed

11-19 Hole Watch:

JSC: Awaiting Mediation

12-57 Meeting Minutes:

USC: Withdrawn

MSC: Accepted

12-60 A-2 Two Trade Allowance:

USC: Hold Timely

MSC: Proposal made by maintenance Management (see attached #1)
(Discussion)

USC: Proposal accepted pending final approval

12-62:

USC: Hold Timely

12-66 training Time scheduling:

USC: Withdrawn, problem not corrected

MSC: Understands, working on issue

12-67:

Hold Timely

12-68:

Hold Timely

12-69:

USC: Settled at 1st step

12-70:

Hold Timely

12-71:

Hold Timely

12-12, 12-47, 12-68:

USC: Hold Timely-merge into 1 issue

MSC: Accepts timely- Agrees to merge for the purpose of local discussion. However, each grievance will be discussed separately if referred to arbitration.

12-18:

USC: Withdrawn

12-27:

USC: Withdrawn

12-38:

USC: Withdrawn

12-52:

USC: Withdrawn

Agenda:

Call Time Settlements:

JSC: Will be paid on the next pay period

E-Cigarettes:

USC: Are they allowed?

MSC: No, comes under the "No Tobacco" Policy. Was never intended to be allowed

USC: Would like to see corporate policy on this

MSC: May not be corporate policy, but E-Cigs not allowed at Wauna.
(Discussion)

Camera Maps:

MSC: Company attempting to acquire map for USC

12-65 (follow up)

USC: Was follow up conducted?

MSC: Yes

Vacation Cancellation:

USC: Acknowledges Companies right to level and create blackout dates. EE was granted vacation and then denied later. There is no language concerning vacation cancelation.

MSC: There is no prohibition against company cancelling vacation. Feels section 2 gives right to cancel
(Discussion)

USC: Disagrees

12-6, 12-7 thru 12-10:

USC: Payment of 12-6, 12-7 thru 12-10

Eliminates grievances 12-5, 12-10, 12-20, & 12-23

12-14, 12-58:

USC: Accepts settlement

A12-09 & A12-10:

USC: Withdrawn

Employee changed job due to documented medical advice. Company agrees to pay rate retention with no retroactivity starting immediately

USC: Effective 9/1 all leaves, except workman's comp will be handled by MetLife, not KBS (Koch Business Solutions)

MSC: EE took 4 weeks of vacation during bid probation. Company would like an addition of 3 weeks to probation. EE also feels more training time would be beneficial.

USC: Will agree but like to see EE make full rate for the additional 3 weeks of probation

MSC: EE will make probationary rate

USC: Accepted

MSC: Code of conduct training coming up, format will be slightly modified compared to previous years as business leaders will be leading the discussions as opposed to the traditional CBT model

MSC: Modifications to storeroom organization and ladder (se attachment #2)
(Discussion)

JSC: Sept meeting on regular date 3rd Wednesday

Meeting Adjourned.


For the Union


For the Company