

STANDING COMMITTEE MEETING MINUTES

July 21, 1999

Present:

USC – Roland Lee, Billy Taylor, Kris Indergard, Stuart Potter, Larry Reandeau

MSC – Keith Larson, Joe Hertig, Dan Hickey, Mark Schneider, Shawn Wood, Frank Walsh, Darren Curley (Scribe)

Agenda:

1. Grievances: 99-07, 99-08, 99-09, 99-10, 99-11
2. Staff Reductions - Memo from Miles Marsh
3. Second Quarter Earnings
4. "Yard" to "Manufacturing Services"
5. Greenwood 2nd Utility Relief
6. Vacation while on FMLA
7. Testing for Maintenance Employees
8. 3&4 Paper Machine Clothing & Materials Handler Positions Combined
9. Kraft Mill Air Compressor Fire
10. Kraft Mill Utility - Change of Start Time
11. Labor Pool Employee Scheduling
12. Converting Safety Audit Cards
13. Easy Access to Mill by Terminated Employees
14. Relief Team Leaders
15. Maintenance Apprenticeship Program

1. Grievances:

99-07: Letter of Reprimand - Re: Accident with Hyster

- **MSC** - Will leave letter of reprimand in personnel file, but remove in six (6) months from date of issue if no further safety incidents occur.
- **USC** - Accepted settlement.

99-08: Letter of Discussion - Re: Confrontation Between Lead Adjuster and Employee

- **USC** - Doesn't feel that there is a clear understanding of how employees are to interact with Head Adjusters. Wants letter of reprimand pulled from employee's file.
- **MSC** - Does not wish to remove letter from file. Will conduct Leadership Training for Head Adjusters. Circumstances warranted calling in Supervisor.
- **USC** - There was no intention for contact to be made during confrontation. Training may be able to be dealt with via crew meetings.
- **MSC** - Training will be on going, not expected to be a one-time course. Need to review files which follow-up discussions that took place.
- **USC** - Suggests pulling letter of reprimand at 6 months from the date of issue.
- **MSC** - Agrees to settlement.

99-09: Oiler Grievance

- **MSC** - Does not think doing Oiler route constitutes Oiler Position/pay.
- **USC** - Would like to make sure rotation through various departments of the Mill still occurs during first two (2) years to be sure Jr. Oilers get enough exposure to become Sr. Oilers. **USC** still believes that Jr. Oilers are doing Oilers work. Requests Oiler's pay for doing Oiler work because of employee turnover. Some Jr. Oiler's doing Oiler work before having time to complete process to become Sr. Oiler.
- **MSC** - Contract stipulates pay level is dictated by time on the job.
- **USC** - Believes that if Jr. Oiler is doing unsupervised work of Oiler level job, should receive Oiler pay.
- **MSC** - Believes need to adhere to rotation through areas to gain experience, but must follow contract relative to pay for time on the job.
- **USC** - Suggests that we determine pay based on how the Oilers are being scheduled. Agrees that they still need to work through job rotations for experience. **USC** states that A-2 package and A-5 package are two separate packages and are to be treated separately.
- **JSC** - Sees need to assemble group to determine current practice/plan relative to administering apprenticeship program. Will report back next month.

99-10: Letter of Reprimand

- **MSC** - Reprimand will stand.
- **USC** - Will inform grievant of **MSC** position.

99-11: Mechanics Work - #3 Pressure Screen

- **USC** - This particular work is commonly done by Operations and also by Mechanics for inspection. On down day Operators were directed to take off screen cover by Operations Management. Maintenance employees discovered this activity (job was scheduled for Maintenance) and brought this to the attention of Operations Supervision. Don Carnahan had the Operators complete the job. Point of grievance is that Operators were pulled off clothing change to do scheduled Maintenance Shutdown work.
- **MSC** - Will Review.

2. Staff Reductions - Memo from Miles Marsh

- **MSC** - Reviewed staff reduction memo from Miles Marsh dated 7/21/99. Will be discussed with Wauna Council.

3. Second Quarter Earnings

- **MSC** - Reviewed second quarter earnings statement just received from Corporate today.

4. Yard to "Manufacturing Services"

- **MSC** - Announced the department name change of "Yard" to "Manufacturing Services".

5. Groundwood 2nd Utility Relief

- **MSC** - Position is being rescinded due to inability to backfill position of successful bidder. **MSC** to issue note to this effect.

6. Vacation while on FMLA

- Issue is granting FMLA in departments with no available vacation slots, which can cause hardship to other co-workers. We will talk to the State of Oregon to ensure that we administer this policy within compliance of the law.

7. Testing for Maintenance Employees

- MSC - Reviewed the testing procedure for Mechanics, Oilers, E&I, and Predictive Maintenance positions.
- USC - Not aware of inclusion of Oilers in this testing battery. USC concerned that the requirements to become an Oiler are the same as requirements to become a Mechanic.
- MSC - will research Mechanic's Committee minutes and Standing Committee Minutes to determine when this became policy.

8. 3&4 Paper Machine Clothing and Materials Handler Positions Combined

- MSC - 3&4 paper Machine Clothing and Materials Handlers positions have been combined into one position. The Job Analysis Committee has analyzed the new position.
- USC - Requests that relief of this position be drawn from all five paper machines because this position services all five paper machines.
- MSC - Will research this issue.

9. Kraft Mill Air Compressor Fire

- USC – Requests that a safety audit take place to ensure that this type of incident does not occur again.
- MSC – Agrees to the need for an audit.

10. Kraft Mill Utility - Change of Start Time

- MSC – Kraft Mill Utility position will be an "8-hour, eat-on-the-fly" position.

11. Labor Pool Employee Scheduling

- USC - Requests that the Scheduling Committee assemble a book of scheduling scenarios to be used as a reference to unique situations for Labor Pool employees.

12. Converting Safety Audit Cards

- USC - New safety audit cards appear to lower the impact and contradict the STOP program.
- MSC - Will review.

13. Easy Access to Mill by Terminated Employees

- USC - Requests that when terminating employees, car stickers be collected and/or other precautions be taken to prevent terminated employees from entering the Mill without authorization.
- MSC - Will review procedures.

14. Relief Team Leaders

- **USC** - If need to fill salaried position with hourly employee (move-up) and need to back fill with overtime, the hourly employee will not be moved up. If filling with people on their day off (does not create overtime in ladder) O.K. to move-up. Would like to minimize hourly move-ups to cover Maintenance Supervisory positions as this causes the crews to run short-handed. **USC** asks that this take effect August 9th. Union will review with Wauna Council.

15. Maintenance Apprenticeship Program

- **USC** - Requests that Mill add more apprentices to Maintenance Apprenticeship Program to better prepare for future openings.

Next Meeting: 4th Wednesday, September 22, 1999

for the Union

Date

for Management

Date