

# STANDING COMMITTEE MEETING MINUTES

September 22, 1999

## Present:

USC – Roland Lee, Stuart Potter, Dan Duvall

MSC – Keith Larson, Joe Hertig, James Paulson, Mark Schneider

SCRIBE - Darrin Curley

## Agenda:

1. Grievances: 99-06, 99-08, 99-09, 99-11, 99-12, 99-13, 99-14, 99-15
2. #5 Utility Operator
3. Shift Millwrights
4. Maintenance - Personal Protective Equipment
5. Mill Air Compressor Fire
6. Extra Work Call List
7. Kevlar Gloves - #5 Paper Machine
8. Call Time Exclusions
9. Antacid Supply
10. Mentoring Program
11. New Hire - Hire Dates
12. Availability of Shop Stewards

### 1. Grievances:

**99-06 & 99-08:** USC confirmed that both were resolved.

### **99-09: Oiler Pay**

- MSC - Proposes changing time (for pay) requirements to resolve grievance.

#### Current Time Requirements:

Oiler Helper	6 mos./900 hours
Junior Oiler	12 mos./1800 hours
Oiler	6mos./900 hours
Senior Oiler	Pass Test

#### Future Time Requirements:

Same
6 mos./900 hours
12 mos./1800 hours
Same

- USC - Will consider settlement proposal and respond.

### **99-11: Mechanics Work - #3 Pressure Screen**

- MSC - Mechanics in question returned to their area around noon. This job was done by available operators around 3:00 p.m. MSC recognizes that there were some communications problems, but feels that the job was done properly. An impact wrench is available and a platform will be built for this work.
- USC - Will discuss and respond.

### **99-12: Screen Room Call-In**

- **MSC** - Proposes to pay D. Arney one Call Time based on this particular situation. **MSC** doesn't want to restrict who can be called to help resolve operational issue at the Mill.
- **USC** - Agrees to settlement proposal.

### **99-13: Scheduling/O.T. Call-In - J. Fielding**

- **MSC** - The Clockroom Attendant did not know that D. Doran was on vacation.
- **USC** - Feels there are 2 separate call-in requests. The first one resulted in an Instrument Mechanic on vacation and inappropriately dressed to go to the machine. (Was in the Clockroom when call request came in.) **USC** feels that this incident displaced an Instrument Mechanic who would have come in. **USC** requests a Call Time + 2 hours pay for area Instrument Mechanic next on the call list.
- **MSC** - Agrees that an Instrument Mechanic should have been called. Instrument Mechanic next to receive call after Phil Pedersen should receive Call Time + 2 hours pay. Will check with N. Shefstad to determine who this person is.

### **99-14: Testing for Oilers**

- **MSC** - Provided written response to this issue for **USC** to consider.
- **USC** - Is convening with Mechanics Committee to discuss this issue. Will respond.

### **99-15: Replacement of Watch**

- **MSC** - Confirmed that **USC** does not consider this a tool. Tabled.

## **2. #5 Utility Operator**

- **MSC**:
  - Will be operating with three Utility Operators - enough to cover vacation load.
  - Current "Utility people would be grandfathered at existing Operator rate.
  - When "Utility" Operators are working in Operator function, will receive Operator pay.
  - Will create a modified progression ladder to reflect this change.
  - See attachment for proposal details.
- **USC** - Will discuss and respond.

## **3. Shift Millwrights**

- **USC** - Questioned vacation restrictions.
- **MSC** - Not prepared to respond without S. Wood. Will be discussed at next meeting. See handout dated 9/9/99.

## **4. Maintenance Personal Protective Equipment**

- **MSC** - Reviewed 8/4/99 revision - see attached.

## **5. Mill Air Compressor Fire**

- **USC** - Appreciated thoroughness of report; questioned distribution of Near Miss/Accident Investigation. Answer - distributed that same date.

## **6. Extra Work Call List**

- **MSC** - Will schedule a meeting to work on this issue.

**7. Kevlar Gloves - #5 Paper Machine**

- MSC - #5 Paper Machine has initiated a cut-resistant policy. See 9/22/99 attachment for details.
- USC - Requests that language change to say "Knife" instead of "Stanley Knife".

**8. Call Time Exclusions**

- MSC - Confirmed that USC had previously agreed that United Way Volunteers fit into Section 18, B6 criteria.

**9. Antacid Supply**

- The Medical Department will have a supply of antacids (liquid) on hand for unexpected/unanticipated employee needs. Nutralox tablets will no longer be available through free issue.

**10. Mentoring Program**

- MSC - Notified the group that a junior college student would begin job shadowing in the Welding Shop.

**11. New Hire - Hire Date**

- MSC & USC agreed that the four employees hired originally on 7/12/99 (and terminated on 7/13/99) will have seniority over the two employees starting with them on 9/20/99.

1. David Hopkins
2. Todd Olsen
3. Richard Stanley
4. Darrin Wicken
5. Frank Stuhr
6. Joe Viera

**12. Availability of Shop Stewards**

- MSC - Requests Local 8 -1097 to provide additional Stewards on crews and/or days.

*Next Meeting: Wednesday, October 20, 1999 (Greg McCallister to scribe)*

\_\_\_\_\_ for the Union

\_\_\_\_\_ Date

\_\_\_\_\_ for Management

\_\_\_\_\_ Date