

JOINT STANDING COMMITTEE MEETING MINUTES

January 15, 2002

Present:

USC – Ron Jones, Paul Burgher, Leroy Crabb, Ram Manthe, Larry Reandean
MSC – Keith Larson, Jim Lepin, Scott Beckstrom, Frank Walsh, Chad Davis
JSC = Both

Agenda:

1. Grievances: 02-16, 02-24, 02-33, 02-39, 03-01, 03-02, 03-03, 03-04, 03-05, 03-06, 03-07, 03-08, 03-09, 03-10
2. Union Officer Pay at Grievance Meetings
3. #9 H.H.T. to #9 T.T.
4. Out-of-Bargaining Unit Report
5. Meal Ticket Restaurants
6. Extension of Probationary Period
7. Machinist Posting
8. Wrapper/Bundler and Utility Positions
9. Pulp Testers
10. New Hire Start Dates
11. MSG Opening
12. #6 PM/Converting Training
13. Kraft Mill Progression Ladder
14. Moving of #38 Napkin Folder to “Main Floor”
15. “Free Issue” Medication
16. Time Off Without Pay for Maintenance
17. Retiree Medical Coverage
18. Tugboat
19. #6 PM/Converting Interviews
20. Mill Goals with Union Logo
21. Pay for Employees Assigned to Change Filters
22. PACE Union 401(k) Deductions

1. Grievances:

02-16 – Process Technicians - Sniff Testing Rate of Pay

- MSC – Reviewed 4th Step response.
- USC – Accepted.

02-24 – G. Anderson - Overtime

- MSC – Reviewed 4th Step response.
- USC – Will take to membership for decision.

02-33: R. Davis and P. Keller – Failure to Provide Work

- USC – Withdrawn.

02-39: #4 Paper Machine

- **USC** – Expressed concern with timeliness of 3rd and 4th Step meetings and number of people required to attend because of number of grievances being discussed. It is costing additional pay to bring reps in on days off.
- **MSC** – 4th Step meetings are scheduled based upon Al Lippincott's and Curt Christianson's availability. 3rd Step meetings just need Rick Erickson and Dick Wenger to agree on dates.

03-01 & 03-02: Timely Notification

- **USC** – Asked how memorandum of agreement impacts Section 25 of the contract to waive seniority. Expressed concern that the JSC did not work together to address details upfront that could have minimized these issues.
- **MSC** – In addition to the negotiated selection process in 2000 the JSC agreed upon the details of the weighted evaluation process. Section 25 of the contract was not waived. A & B on memorandum of agreement supplement Section 25.
- **USC** – Agrees.
- **USC** – Management selected other employees who were no more qualified than these employees. The decision of who was qualified was based on a process not discussed at the JSC. What is "comparable paper machine experience"?
- **MSC** – The issue is that these three (3) Paper Testers are not qualified.
- **USC** – Challenge if Pulp Dryer employees are qualified.
- **USC** – If employees would have known they were not qualified, they may have signed the B-Pool bid. Requests that the three grievants be added to the B-Pool bid.
- **MSC** – Agreed.
- **USC** – When the three (3) grievants are added to the B-Pool bid the USC will consider these grievances resolved.
- **USC** – Qualifications should be determined by the Standing Committee. USC agreed to 70% (job performance) but did not agree to assessment process (Nowlin). The Union was not invited to the meeting with Joe Nowlin.
- **MSC** – Union was invited to the Nowlin meeting and explanation of the process, but not the actual assessments.
- **USC** – Believes that the Converting supervisors do not know their employees as well as the Paper Machine supervisors.
- **MSC** – Disagrees.
- **USC** – There is confusion around the Operator Adjustor Posting,

03-02, 03-03, 03-04, 03-05, 03-06, 03-07, 03-08, 03-09, and 03-10: Operator Adjuster Position

- **MSC** – Employees were not offered Operator Adjustor position because total score of 6.3 was not met, not because of qualifications. Administration and structure of performance assessments were done uniformly and fairly.
- **USC** – Do not know if the employee received a fair and valid assessment. USC requests that the MSC let employees know who assessed them. There seems to be confusion about the process from those who did the rating. The Union has concerns regarding what departments employees were rated from. This is not a seniority issue, the issue is past performance / qualifications.
- **MSC** – Willing to bring Joe Nowlin to meet with JSC if we can determine the value and purpose for doing so in an effort to resolve the issues outlined in grievances.

- **USC** – Suggests looking at who evaluated employees represented on grievances then jointly determine if another evaluator should be selected to re-evaluate.
- **MSC** – After reviewing assessment scores and final predictor score we feel the results are directionally accurate. One candidate could be considered close enough to warrant review.
- **USC** – Would still like to review grievances 03-03 through 03-10 on a case-by-case basis.
- **MSC** – After much discussion asked USC to respond with a desired settlement for each grievance.
- **USC** – Asks that we provide a new evaluation by different people as a means of resolving each appeal. The USC will explain the results to the employees.
- **MSC** – We will review and respond.
- **USC** – Expressed a desire to handle it here.

2. Pay for Union Officials at Grievance Meetings

- **USC** – Requested pay for officers on days off.
- **MSC** – Have agreed to make whole if working, but do not agree to pay if on day off.

3. #9 H.H.T. to #9 T.T.

- **MSC** – Jeff Pillar reviewed the project for converting #9 H.H.T. Rewinder to T.T. Rewinder. Expected start-up approximately 4th Quarter 2003.
- **USC** – Asked that we consider leaving #9 Rewinder in the H.H.T. progression ladder.

4. Out-of-Bargaining Unit Report

- **MSC** - Handed out new report.
- **MSC** – Will need Steve Douglas out-of-the-bargaining unit for an extended period. We will review again, if needed, before 6 months.

5. Meal Ticket Restaurants

- **MSC** – Nominations for new restaurants to be added to the meal tickets are being solicited for 2003. Will review at next month's JSC Meeting.

6. Extension of Probationary Period

- **MSC** – Discussed extending probationary period 30 days for employee on #4 Paper Machine to perform a more thorough evaluation.
- **USC** – Request denied.

7. Pulp Testers

- **USC** – Requested return rights to 7&8 T.T. for one employee and authorized adding the other employee to contingency bid lists.
- **MSC** – Agreed.

8. Machinist Posting

- **MSC** – We plan to post internally for a Machinist to backfill for a Machinist who will be assigned to #6.
- **USC** – Agreed.

9. Wrapper/Bundler and Utility Positions in #6 Converting

- **MSC** – Increasing the number of positions for the Wrapper/Bundler from 20 to 24, and decreasing the number of Utility positions from 24 to 20.

10. New Hire Start Dates

- USC – Expressed concern over changing start dates once a new employee has given notice to their current employer.
- MSC – Had to be done due to short-term revenue issue in corporation.

11. MSG Opening

- USC – Opening has existed for 3 months, still hasn't been filled.
- MSC – Should have happened already. Will follow-up.

12. #6 PM/Converting Training and Probationary Period Start Dates

- USC – Concerns around the start date and the impact on the evaluation period.
- JSC – Agreed that when the Machine Tenders and Adjustors start to work together as a complete group – probationary period starts. Will communicate each starting period.

13. Kraft Mill Progression Ladder

- MSC – Discussed Kiln Operator selection; splitting of ladders.
- USC – Expressed concern with “demotions/promotions”. Twisting of ladder and impact on employees.
- MSC – Will continue to review and bring proposal to the JSC, including progression ladder split.

14. Moving of #38 Napkin Folder to “Main Floor”

- USC – Response to suggestion to move #38 Napkin Folder to “Main Floor” rotation for ergonomics improvement. O.K. as long as pay schedule does not change.
- MSC – We will review.

15. “Free Issue” Medication

- MSC – “Free Issue” medications will be available through Becky (or the Clockroom when the medical office is closed). They will no longer be available in the machine or left on the counter due to abuse.
- USC – Medications are important to help health and minimize absences.

16. Time Off Without Pay for Maintenance

- MSC – Reviewed proposal for Maintenance employees to voluntarily take time off without pay in January. This would not affect their absenteeism.
- USC – Agrees.

17. Retiree Medical Coverage

- USC – Disability retiree questioning medical coverage for dependents.
- MSC – Will follow up.

18. Tugboat

- MSC – Reviewed memo regarding Tugboat. Ours will no longer be used for pushes.
- USC – Expressed concern with Longshoreman Jurisdiction vs. Local 8-1097
- MSC – Will review.

19. #6 PM/Converting Interviews

- USC – Doesn't want wage employees on interview boards for #6 Project.
- MSC – Understood.

20. Mill Goals with Union Logo

- USC – Wants Union logo off of Mill Goals unless Union has a hand in establishing.
- MSC – Let's process the review of goals again and attempt to get union support.

21. Retiree Questions/Problems

- MSC – Need more information on retiree questions/problems with benefits.
- USC – Have advised retiree.

22. Pay for Employees Assigned to Change Filters

- USC – Concerned that employees assigned to change Filters were assigned to MSG for pay rather than actually moved to MSG.
- MSC – We did exactly what we said we would do.
- USC – Either pay the Oiler Helper rate, or move to MSG.

23. PACE Union 401(k) Deductions

- USC – What is the plan for making up the 401(k) deductions missed during the first pay period of January? It is illegal to take an additional amount of a subsequent check.
- MSC – Need to check.

Next meeting: Wednesday, February 19, 2003

For the Union

Date

For Management

Date