

JOINT STANDING COMMITTEE MEETING MINUTES

January 16, 2002

Present:

USC – Mike Bouse, Larry Reandeau, Claude Weaver, Robert Manthe, Rick Erickson, Leroy Crabb
MSC – Keith Larson, Scott Beckstrom, Joe Hertig, Jim Lepin, Frank Walsh

Agenda:

1. Grievances: 01-38, A02-01
2. PEO
3. Cat Skinner
4. ATFFH
5. Smoking
6. United Way Deductions
7. Interim Electrical Guidelines
8. Vanguard
9. PACE Union 401(k)
10. Health & Welfare
11. Corporate Mailings
12. Purchase Order Controls
13. Storeroom 4th Vacation Relief
14. Eye Care Benefits
15. Insurance Committee Meeting
16. Funeral Leave Compensation
17. Due Process

1. Grievances:

01-38: Outside Contracting of Welding Work

- MSC – When the supervisor claimed it was for time constraints he was incorrectly talking about a different pipe. The pipe in question did need to be welded by a certified welder. Handed out welding requirements. Proposed that W. Laport, E. Weden, C. Weaver and J. Lepin meet to determine which pipe is in issue and what the circumstances were.
- USC – Agreed.

A02-01 Appeal of Suspension

- USC – The Union needs a copy of the written suspension from the Company in order to properly understand the suspension and represent the employee. Until this point in time, the Union has not received any proper notice of suspension.
- MSC – The employee was placed on suspension on January 9th, pending termination.
- USC – In reviewing the administrative suspension in the employee's file, it looks like a Last Chance Agreement. The Company has told us that administrative suspensions were to be used for absenteeism only. This case has other items listed under "administrative suspension".
- MSC – It was clearly defined at the time of issuance.
- JSC – And employee agreed on resolution that immediately returns the employee to work.

2. PEO

- **USC** – PEO group are all volunteers and performing a valuable service for the Mill. They have concerns:
 1. New trainees are not from outside fire departments. Initially they receive one week training and then fire training every 3 – 4 months. The PEO group feels they need more fire training. Medical and HAZMAT training is adequate.
 2. During the training period, the trainees are now scheduled for five (5) 8-hour days, Monday through Friday. The compressed workweek language states an employee attending a meeting or training on site may return to his job and complete his shift; therefore staying on his original schedule for the week. It is important to maintain an employee's days off and regular schedule so they do not miss working on Sundays or days off during the week. The employee needs to be kept whole.
 3. Insurance coverage is now limited to 2 years and they feel for HAZMAT with chemical issues there should be better coverage like a supplemental insurance.
 4. Compensation – There is no extra pay for taking PEO responsibilities; Naheola gets paid extra for PEO responsibilities. We could possibly look at Job Analysis credit.
 5. There are three (3) trained Millwrights on HAZMAT. Because of their special training they are being routinely assigned dangerous jobs but receiving no compensation for this.
 6. Some departments don't support the PEO. When PEO members are scheduled for classes they are hassled about having to attend the class. The PEO is important to the mill and they feel the PEO members should be supported.

3. Cat Skinner

- **MSC** – Issue of operators having to clean Cats prior to repair. Need to clean equipment so we can do good maintenance. Utilities are not scheduled in the Cat Shop anymore. Looking for ways to re-institute, but it won't be for cleaning. Employees are still going to be asked to clean equipment going to the Cat Shop.
- **USC** – Concern was safety of only one person pushing chips. Believes that the equipment should be kept clean. Issue is not with the cleaning, but that only one person is left out on the chip pile for extended periods of time.
- **MSC** – Cat Shop needs to be more efficient, Utility will help the situation. Need to look at the safety issue.

4. ATFFH

- **MSC** – In 1995 the concept was introduced. Bona fide reasons wouldn't include things a person couldn't work around. Especially on a 4 on and 4 off schedule. Sometimes people get sick, but they aren't eligible for S&A until they are out for 4 days. The intent was to be able to use the ATFFH to keep your record clean and get some pay. It was not intended for personal business, travel, etc...
- **USC** – We do not agree with that. We do not feel that was the intent when negotiated. We want more clarity about what a "bona fide" reason is. If it is denied, is there a way to appeal to H.R.?
- **MSC** – Not really. The policy should be administered consistently by the Departments.
- **USC** – In the future, if we do not feel this is administered consistently, we will continue to grieve this issue.

5. Smoking

- **MSC** – New second hand smoke law requires it to be out of traffic areas. D. Wenger has asked for plans going through Shop Stewards and the Tobacco Committee, etc.

- **USC** – Converting’s new proposed smoking area is poorly drained, windy and too close to flammables. Needs to be upgraded. General concern that some crews who can’t get easy access to a smoking area while still operating their machinery.

6. United Way Deductions

- **MSC** – United Way deductions were not taken out of the 1st check in January, and will possibly not come out of the 2nd check. Problem will get fixed and payments made up.
- **USC** – This is not happening to everyone.

7. Interim Electrical Guidelines

- **MSC** – ADM-240 study last year identified about \$1MM in equipment replacement, The chip screen room is a problem with overstressed electrical which will be fixed after the June shutdown (see handout). This will also be reviewed at Wauna Council.
- **USC** – Signage regarding “Authorized Employees Only” is unclear. A lot of people who are not electricians believe they are authorized to access these areas. This leads to confusion.
- **MSC** – Issues like this need to be brought up so that we can address.

8. Vanguard

- **USC** – Issue with Vanguard and excessive trading. Fort James had no restrictions in size or frequency of trades. Vanguard has a restriction to “round trips” and would then send a letter giving them one move for the rest of their career. Union concerned about these changes. Their understanding is that G-P would keep things the same.
- **MSC** – Is working on clarifications

9. PACE Union 401(k)

- **USC** – Money is being deducted and not posted to the 401(k) for weeks or months. Another issue is that some employees have the same deduction taken even though the pay is variable. The deduction for the 401(k) should go up and down along with the pay.
- **MSC** – Will investigate.

10. Health & Welfare

- Summary Annual Reports of Health & Welfare plans handed out but it may take time to get the SPD for the Pension Plan.

11. Corporate Mailings

- **USC** – Corporate sent out a blanket letter that was incorrect. H.R. cleared up the problem saying the contract will be honored and to disregard the letter. The Union would like these incorrect corporate blanket letters to stop. When notices go out to employees homes that are in direct conflict with the Contract it causes too many problems for the Union. All future notices should go through the Wauna H.R. office to verify they are abiding by the Labor Agreement.
- **MSC** – Will pass request along to Atlanta.

12. Purchase Orders Controls

- **MSC** – Dean Goodwin is tied up with the Re-Plan and wants to hold until he can meet and discuss with Stores and Receiving group.

13. Storeroom 4th Vacation Relief Posting

- **MSC** – Posted for a 4th Vacation Relief, plus there will also be a pull on resources from the Storeroom to support the new CMMS program. Tom McGuigan will review tomorrow at the Wauna Council.

14. Eye Care Benefits

- **MSC** – G-P is switching from Eye Med to Cole Managed Vision for hourly employees insured by PacificSource.

15. Insurance Committee Meeting

- **MSC** – The Insurance Committee will meet on January 25, 2002 at 11:00 a.m. here at the mill. Jim Steadman will be here to present the 2001 cost data.

16. Funeral Leave Compensation

- **USC** – Approached by folks who didn't think they were compensated correctly.
- **MSC** – Should get 3 days at the compressed rate of pay.
- **USC** – Contract language says it would be compressed for hours lost. They received 12 hours pay, not 14, and what about premium pay for Sunday?
- **MSC** – Before compressed language probably didn't include Sunday premium, but was compensated at straight time.
- **JSC** – Discussion – Sunday premium is a penalty for working on Sunday. You don't get it if you don't work it. But you should get the compressed rate at 14 hours. Funeral Leave will be paid at the compressed rate of pay for 14 hours per day for a total of 3 days pay.

17. Due Process

- **USC** – We want to start out fresh this year. We want to resolve issues on the floor and hope the MSC is committed to doing that. When it comes to serious discipline, the employee and the Union have the right to have these issues put in writing and be resolved with proper representation. The Union has a legal responsibility to represent these members by law and per the contract.
- **MSC** – Often difficult to get all Standing Committee members together, but will try. Don't want to hold up the process. Appreciates the Committee's desire to resolve issues at the lowest possible step.

*Next Meeting: **Wednesday, February 20, 2002***

For the Union

Date

For Management

Date