

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**January 18, 2001**

## **Present:**

**USC** – Dan Duvall, Mike Bouse, Rick Erickson, George Brajcich, Claude Weaver,  
**MSC** – Joe Hertig, Will Laport, Scott Beckstrom, Jim Morgan  
**SCRIBE** - Jeremy Burnett

## **Agenda:**

1. Grievances: 01-01  
Grievance: 01-05
2. Meal Tickets
3. Tobacco Committee Recommendations
4. Box Facial Schedule
5. Outstanding Job Bids
6. Oilers to Apprentices
7. #5 Paper Machine Roll Handling Utility
8. #1 & #2 Paper Machines – Training Schedule
9. Pay for Attending Conferences
10. Rights to Chip Test Job
11. Shift Differential
12. Savings Bonds
13. Bulletin Boards
14. VPP Scheduling
15. Betsy Johnson
16. Contractor Notification
17. Floating Holiday Carry-Over

## **1. Grievances:**

### **01-01: Maintenance Scheduling**

- **USC** – If an employee moves out of the bargaining unit for the day, he can't move back into the unit until the next scheduled day.
- **MSC** – He was paid as a planner, but wasn't performing planner work.
- **USC** - He has been set-up as a planner before.
- **MSC** – The literal interpretation of 25-I-7 (pg. 31) will be applied. Planning will now be done in the morning and the employee can return to his tools later in the day.
- **USC** – The language says the individual is out of the bargaining unit for 24 hours (7:00 a.m. – 7:00 a.m.)
- **MSC** – We would like to do more legwork to come to the right answer. We will pay the grievant, but continue the discussion at the next meeting. We still have some unresolved beliefs about intent as relates to these kinds of circumstances.

### **01-05: Hostler's**

- **USC** – The Union wants the Company to know that a grievance has been filed relating to the Hostler's on the mill site, and wants to keep the grievance timely.
- **MSC** – The Company agrees to receive the grievance without waiving any of its rights as might pertain to how the Company may respond to this grievance.

### **1. Meal Tickets**

- **JSC** – The Conestoga will be deleted from the meal tickets due to zero usage. The Red Lobster in Longview and Stephanie's Cabin in Astoria will be sent Meal Ticket Agreements and will be added to the meal tickets if they express interest in participating in the program.

### **1. Tobacco Committee Recommendations**

- **MSC** – If there is a recommendation in 2003 to be tobacco free we should work diligently to achieve this and it should be brought up for vote/ratification by the union membership if a modification to the language is necessary. We will work with the local on aid for programs to help employees quit using tobacco products.
- **USC** – Be sure to enforce current smoking area rules.
- **MSC** – We recognize our responsibility to enforce designated smoking areas and we still have work to do to communicate this.

### **1. Box Facial Schedule**

- **MSC** – 2 crews/5 days a week (8 hour day shift and 8 hour swing shift). Box Facial will be down the week of January 29<sup>th</sup>.

### **1. Outstanding Bid Jobs**

- **MSC** – Submitted current bids for review. 8 new hires will begin the week of February 12<sup>th</sup>. We do not expect any lay-offs.

### **1. Oilers to Apprentices**

- **MSC** – We are prepared to meet with the Negotiating Committees. Need to know who from the local will work on this. Will schedule a meeting at the Union Hall on January 30<sup>th</sup> at 10:00 a.m.

### **1. #5 Paper Machine Roll Handling Utility**

- **MSC** – This Roll Handling Utility will be entry position for #5 Paper Machine.
- **USC** – What is the progression ladder?
- **MSC** – This job will be the entry level into the #5PM line of progression. However, it will be helpful to have Doug Campbell attend the next JSC to respond to specific questions about the manner in which the new progression ladder will function.

### **1. #1 & #2 Paper Machines Training Schedule**

- **MSC** – Submitted schedule on who is being trained for what, when and rate of pay.
- **USC** – Don't want this to create a hardship on the crews.
- **MSC** – We will make it clear to the crews – they are not on a compressed workweek because they will be training on a 5 day, 8 hour/day schedule (per attached).

### **1. Pay for Attending Conferences**

- **MSC** – It is voluntary. Employees will be paid for an 8-hour day or tour pay, whichever is higher. They will be informed ahead of time so there will be no surprises.
- **USC** – Employees do have the right of refusal regarding these conferences i.e. conflicts with vacation plans, lost opportunity for move-up or overtime, etc.

- **MSC** – Our intention is to encourage those people involved in safety to participate in these conferences on a voluntary basis. We want people at these conferences because they value them.

### **1. Rights to Chip Test Job**

- **USC** – Have to find out if it was a senior move or vacation relief.
- **MSC** – Will check to see if there was a senior move. If so, the employee will have rights to that job.

### **11. Shift Differential**

- **MSC** – Will have to review the negotiated agreements of the Companies identified in the contract to see where we stand. We should have something for the February meeting.

### **12. Savings Bonds**

- **USC** – With the current E.P.S.S. system we can't buy bonds. When will we be able to?
- **MSC** – The two companies will combine payroll systems, and when that happens this will be looked at again to see if it is doable.

### **13. Bulletin Boards**

- **USC** – 7/8 T.T., lunchroom by clock alley (Converting) and #1&2 Paper Machine are down.
- **MSC** – We will get them back up.

### **14. V.P.P. Scheduling**

- **USC** – Need to look into vacation scheduling for people on the V.P.P. Team. Need to let us know how many people are needed. Would like to look at a fitness center or discounts to other facilities.
- **MSC** – We will have to consider a wide range of issues, depending on how we decide to resource V.P.P., etc. Peoples' interest in fitness is a good thing, but need to look at the big picture regarding the cost of building a fitness center at Wauna. Given the location of the mill relative to where people live it would be doubtful if we could justify a fitness center here at the mill site. We will check with local fitness centers about discounts for G-P employees. We believe some work on this has already started.

### **15. Betsy Johnson**

- **MSC** – State Representative Betsy Johnson will be here on January 20<sup>th</sup>. Normally she would have to go through the safety video. However, the Steering Group authorized waiving this requirement if she is accompanied by supervision.
- **USC** – She should still watch the video.
- **MSC** – We agree, she should see the video because it does represent our interest in the safety and welfare for visitors to the mill.

### **15. Contractor Notification**

- **MSC** – We have a concern about the sudden proliferation of grievances relating to contracting. We are giving notification to the Union. We recognize our rights and responsibilities as regards contracting-out in the mill. Our intention is to comply with our responsibility under the contract. We need to be clear, however, that when we give notification it is not to seek permission.
- **USC** – From the Union's perspective, the only recourse of action is a grievance if people feel the notification isn't properly followed. See page 60, paragraph Q - the Union expects to be given an opportunity for meaningful input.

### **15. Floating Holiday Carry-Over**

- **USC** – Can we carry-over 3 Floating Holidays?

- **MSC** – We will take that into consideration and respond at the February meeting.

*Next Meeting: February 21, 2001*

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for the Union

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Date

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for Management

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Date