

JOINT STANDING COMMITTEE MEETING MINUTES

January 19, 2005

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Rick Erickson, George Brajcich, Paul Burgher

MSC – Ann Fleck, Scott Beckstrom, Frank Walsh, Tom McGuigan

JSC – Both

Agenda:

1. Grievances – 04-20
2. Tug Boat
3. Meal Tickets
4. Kraft Mill Progression Ladder
5. Vacation Freeze
6. #5 Paper Machine Staffing
7. Tissue Machines Labor Pool
8. Visitors
9. Employee Off Work
10. Converting Quality Lab Posting
11. #3 Paper Machine Pulper
12. Early Retiree Medical
13. Shipping Call-In
14. Labor Pool Call-In

04-20: Kraft Mill Scheduling

- **MSC** – Reviewed process with filling position from revisions 3, 4 & 5. Schedule was filled out properly based on the schedule that was posted (4th version). Management received notice of floating holiday by McCallister at approximately 3:00 p.m. on Friday – this resulted in version 4 of the schedule. The position was filled within the classification where the vacancy occurred – the grievant wasn't in this position.
- **JSC** – The Bleach Assistant was the open position and was filled properly within classification.
- **USC** – If McCallister did notify the Kraft mill after the final schedule came out on Friday (revision 4), the USC would agree it was filled in the proper position. Proper classification suggests that, if an employee wants a floating holiday after the schedule is final, the employee must find his/her own coverage following the proper process. The USC would like to hold this grievance timely to ensure all information from the grievant and the scheduling has been gathered and considered.

2. Tug Boat

- **MSC** – Will freeze D. Nudo as Tug Mate. Working on grandfather rights to the Tug Mate Relief position (Wilson, Craig, Hudkins and McCully), if there is opening and they are licensed.
- **USC** – Is the Tug Boat crew going to be asked to do Yard Crew work?
- **MSC** – At this point in time there will be no changes in the Tug Boat duties.

3. Meal Tickets

- **MSC** – Have requested nominations for restaurants. Nominations will close on 1/31/2005, and results will be reviewed at the February JSC meeting to determine if any changes will be made.

4. Kraft Mill Progression Ladder

- **USC** – Appears there is still confusion about job titles and duties.
- **MSC** – There have been no changes and the ladder is posted with job codes.
- **USC** – Concerned about terminology – using “Relief” vs. “Utility”, since these people don’t go back to the Labor Pool.
- **MSC** – Will follow up and follow contract names, i.e. Sr. Relief = Shift Utility and Jr. Relief = Utility.

5. Vacation Freeze

- **MSC** – During the extended down in June vacations will be frozen in Maintenance, Stock Prep, and the Kraft Mill. Exact dates for restrictions still need to be determined. Details will be issued via memo.
- **USC** – Will the Labor Pool vacations be restricted?
- **MSC** – This has not been decided yet. It depends on what equipment is down. As soon as this is determined it will be published.

6. #5 Paper Machine Staffing

- **MSC** – When Reliefs are not needed on #5 Paper Machine they will be returned to the Labor Pool.
- **USC** – Trainers are not protected from bumping back. However, trainee can continue to train providing he/she is not replacing another regular employee.

7. Tissue Machines Labor Pool

- **USC** – It appears that we are training employees on each of the Tissue Machines, then they are being sent back to the Labor Pool. If there is a Tissue Machine Labor Pool we need to have a real job posted.
- **MSC** – The Labor Pool and Relief position issues are being investigated already.

8. Visitors

- **MSC** – David Spraley will be in the Mill February 1st, 2nd and 3rd. John O’Donnell will be in the mill February 8th and 9th.

9. Employee Off Work

- **USC** – Asked for a leave of absence for an employee who is unable to come back to work.
- **MSC** – Will review and respond.

10. Converting Quality Lab Posting

- **USC** – There is a posting in the Quality Lab for an entry level position. One of the jobs listed doesn’t exist, but has been filled for the past 6 months and paid at top job rate. Not assigned to correct person. Also, no job description for “Converting Specs Coordinator”. Current ladder has three job titles, but appears to have four jobs.
- **MSC** – Will investigate and respond.
- **USC** – Posting was poorly written and as people are offered the job they will be told of the proper job requirements.

- **MSC** – We will ensure individuals are clear on the appropriate expectations as bids are offered. **11. #3 Paper Machine Pulper**
- **MSC** – Are looking at starting up the #3 Paper Machine pulper system to help re-pulp Camas broke, especially during the extended down. Will need to look at how to staff it temporarily if we are able to pursue this option.

12. Early Retiree Medical

- **USC** – Have been instructed to bring it up in November of 2005. This is too late to do any good. Has this been readdressed with corporate?
- **MSC** – Not to our knowledge.
- **USC** – Will talk to Kelly Wolff again.

13. Shipping Call-In

- **USC** – Employee hasn't been made whole.
- **MSC** – Employee talked with Ann. Not sure if he is the proper person. Need to verify before paying.

14. Labor Pool Call-In

- **MSC** – Will review and capture issues at the Scheduler's Meeting on January 20th and bring back to the February JSC meeting.

Next Joint Standing Committee Meeting – Wednesday, February 23, 2005

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| <u>Larry Reamlewe</u> | <u>2/7/05</u> | <u>Ann Fleck</u> | <u>2/2/05</u> |
| For the Union | Date | For Management | Date |