

JOINT STANDING COMMITTEE MEETING MINUTES

January 21, 2004

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Paul Burgher, George Brajcich
MSC – Keith Larson, Ann Fleck, Tom McGuigan, Scott Beckstrom, Frank Walsh
JSC = Both

Agenda:

1. Grievances: 03-28, 03-35, 04-01, 04-02, 04-03, A04-01
2. Meal Tickets
3. Pulp Dryer Closure
4. Tug Boat Staffing
5. TAD Clothing (#6 Wires)
6. #6 P.M. Issues
7. Safety
8. FMLA
9. Workers Comp vs. S&A
10. Medical Coverage for MRI
11. #9 Rewinder Plan
12. Last Chance Agreements
13. Vacation Freeze – Stock Prep
14. Payroll Distribution
15. Termination

1. Grievances

03-28: Wage Rate

- **MSC** – Job Analysis complete. New rates established and retroactive.
- **USC** – Requests a procedure be developed to provide temporary rates for future changes like this. Reference J.A. Bulletin # 4.
- **JSC** – Monetary aspect of grievance settled. Still need agreement on how we will handle in the future.

03-35: Utility Trucker Scheduling

- **USC** – Grievance withdrawn. Requests that if moved back to M-F, 8-hour days that it be done at the end of the cycle to remain whole based upon compressed rate agreement. Also asks MSC to consider changing reporting structure for this job to Shipping.
- **MSC** – Will review and respond back.

04-01: #6 P.M. Holiday Scheduling

- USC – Believes restricted holidays are by definition O.T. and any vacancies filled after the schedule is posted must be filled following our call-in procedures and filled in the classification, i.e. Machine Tender for this grievance on December 25th. Management cannot do an on shift move-up because there was not a full shift scheduled.
- MSC – Believes no contract violation has occurred. Back Tender on same crew as Machine Tender was properly scheduled. Will check and confirm appropriate pay.
- USC – Will take this grievance to the 3rd step.

04-02: Quick Stock Holiday Scheduling

- USC – During December 24th & 25th it was decided to leave job open with same volume of product as on the 26th when position was filled with O.T. Union interprets this to mean management is willing to sacrifice safety, quality and production to save holiday penalties. Though there was not a contract violation the union wants a monetary settlement to penalize making this decision.
- MSC – We recognize there are issues in Quick Stock and will communicate to the department and suggest a group discussion, but there was no contract violation so no penalty is due.
- USC – Will take this grievance to the 3rd step.

04-03: Contracting Out Work

- MSC – In light of the new information requests grievance be sent back to the 1st step.
- USC – Agreed.

A04-01: Appeal of Suspension

- MSC – Will be held timely pending Kelly Wolff's availability to meet and review.

2. Meal Tickets

- MSC – Will communicate to the mill, and open up nominations for consideration at next meeting.

3. Pulp Dryer Closure

- MSC – Official date of closure was January 10th. No major outstanding issues.

4. Tug Boat Staffing

- JSC – Reviewed proposal.
 - 6:00 a.m. to 2:00 p.m. considered Day Shift, no shift differential
 - 7:00 p.m. to 3:00 a.m. considered Swing Shift, with Swing Shift differential
- USC – Holiday start/stop times and shift differentials remain as per contract.
- JSC – Agreed.

5. TAD Clothing (#6 Wires)

- MSC – Propose modification of section 19 to add phrase, “or TAD fabrics”, to paragraphs B, G and H.
- USC – Suggests removing “Fourdrinier” from the same section and paragraphs cited above.
- JSC – Agreed and signed. Affected employees will be made whole per this agreement.

6. #6 P.M. Issues

Reliefs:

- USC – Requests Reliefs be filled now.
- MSC – Have started the process of offering Relief positions to successful bidders.

Safety Rules:

- USC – New complex department work rules and safety rules have not been reviewed with the Standing Committee. If there are department specific rules they need to be reviewed.
- MSC – Agreed – will do if different than any mill-wide rules.

Pedestrian Access Route and Parking:

- USC – Still have concerns that there is not a well defined, communicated and safe route.
- MSC – Will defer this issue to SAC.
- USC – Allow employee parking closer to the new complex.
- MSC – Will evaluate.

Seniority:

- USC – During the absence of a Machine Tender, Company did not promote crew, (on-shift move-up). Should have moved Back Tender to Machine Tender, A-Pool to Back Tender, and B-Pool to A-Pool. Requests affected individuals be made whole.
- MSC – Will investigate.

Contractors Doing Operations Work:

- USC – Contractors used crane to move paper rolls.
- MSC – Lowerator was broken and needed to get rolls down to keep paper machine running. Has this been brought up to department management?
- USC – No. This is not a grievance at this time, just want practice to stop and not repeat.
- MSC – Will forward to department management.

Vacations:

- MSC – Concern about employees who have weeks of vacation yet to be taken.
- USC – We agreed to allow them to bank additional vacations. (Please see Standing Committee Meeting Minutes dated June 18, 2003, item #10, “#6 employees must use additional banked vacations by June 1, 2005”.)
- JSC – Agreed.

7. Safety

- USC – Two crane issues
 - Bending hooks on cranes in new Converting complex and repairing contrary to regulations.
 - Unbalanced (non-centered) crane/loads on #1/#2 HHT due to 80” conversion.
- MSC – T. McGuigan will investigate and follow-up.
- USC – Safety concerns around snow and ice storm and safe access. We need to do a better job clearing and de-icing walkways and roads. Also, clock alley in converting is unsafe access due to all of the stuff being stored. This problem is made worse because of staging for converting projects.
- MSC – Acknowledges the problem. Will be developing a better snow/ice plan if it happens again. Converting management will be made aware of congestion concerns.

- **USC** – Requests that those absent due to ice storm, who decided it was unsafe to drive should not have absence counted against attendance.
- **MSC** – After discussion with management team it was decided not to waive absences, but will take these days into account on a case-by-case basis for attendance issues.
- **USC** – In past incidents (flood) when roads were closed we did forgive absences. Seems we are sending a poor message.
- **MSC** – This was all considered and discussed, but the decision was made.
- **USC** – Wants the minutes to reflect that these absences will not be used for disciplinary actions.
- **JSC** – Agreed for Tuesday, January 6th and Wednesday, January 7th absences.

8. FMLA

- **USC** – Feels that the amount of paperwork and hassle to do FMLA applications violates HIPPA and is unreasonable. Believe that this issue has been grieved at Halsey. Believes that it also costs more for the employees and the company for doctor visits.
- **MSC** – Recognizes the issue, but paperwork is a requirement of the Federal government, not Georgia-Pacific. Also, having problems with doctors following-up and doing the paperwork. Suggests that employees take the forms with them and have doctor sign during a normal visit to insure doctor is not held up.

TIP: If an employee is on S&A (MetLife) or Workers Comp the need for FMLA paperwork from the doctor is satisfied. This assumes the employee follows the requirements for S&A and/or Workers Comp.

- **USC** – Suggests a general discussion to understand FMLA (when to use/not use, Company requirements, etc.) so that both sides understand and we can educate employees.

9. Workers Comp vs. S&A

- **USC** – Asks that we offer employees S&A coverage if a Workers Comp claim is going to be investigated or contested.
- **MSC** – Agrees, as long as they sign a form agreed to by prior Standing Committee.
- **USC** – Agreed.

10. Medical Coverage for MRI

- **USC** – Employee was improperly billed for a MRI and charged too much.
- **MSC** – Need specific details. Have employee contact A. Fleck for follow-up.

11. #9 Rewinder Plan

- **USC** – Concerned about the feasibility and success of plan for starting up #9 on HVS and making changes with core maker at the same time.
- **MSC** – Understands issue. Will review with department.

12. Last Chance Agreements

- **USC** – Management said they would review two last chance agreements at the first of the year. Ask that we review and pull if no issues.
- **MSC** – Agreed. (Done.)

13. Vacation Freeze – Stock Prep

- MSC – Shared memo restricting vacations for the extended down. (Dates to be determined and communicated.)
- USC – O.K.

14. Payroll Distribution

- MSC – Will be communicating that all bargaining unit employees must either go direct deposit or have their payroll checks mailed to their home address. Paychecks will not be distributed at the Mill beginning with the first pay period in April.

15. Termination

- MSC – Notified USC that the company would be terminating an hourly employee for adulterating a drug test.
- USC – Will the USC receive a copy of the letter?
- MSC – Yes.

Next meeting: Wednesday, February 18, 2004

S/B Larry Reandeau

1/27/04

S/B Keith Larson

1/27/04

For the Union

Date

For Management

Date

Attachments: TAD Fabric Memorandum of Agreement
A5 to A2 Memorandum of Agreement (not included in December minutes)