

JOINT STANDING COMMITTEE MEETING MINUTES

October 12, 2005

Present:

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

MSC – Ann Fleck, Shawn Wood, Frank Walsh, Larry Atwood, Dan Hickey

JSC – Both

Agenda:

1. Grievances – 05-10, 05-11, 05-15, 05-16, 05-17, 05-18
2. Safety Action Committee Overview
3. Other Safety Issues
4. Pay – Shift Managers
5. I.D. Badges
6. Mechanical Contractors
7. Out-of-Bargaining-Unit Hours
8. Performance Management/Discipline Steps
9. 10-Hour Shift Memorandum

05-10 – Return to Work:

- **USC** – The grievance has been resolved and the employee has returned to work. Still need to have the back pay issue resolved.
- **MSC** – Still working on the reconciliation of pay. Expect that this will be completed within the week.

05-11 - Discipline:

- **MSC** – Disciplinary action will be withdrawn. Filling out near miss reports is very important to the Safety effort and we encourage prompt reporting. However, employees need to understand that if violations of safety rules are observed, it will result in disciplinary action.

05-15 – Rate of Pay:

- **MSC** – On track with follow-up regarding development of a flow-chart that outlines the disability and FMLA processes.

05-16 - Overtime:

- **MSC** – Employee cancelled vacation and was placed back on the schedule. Because the schedule had been finalized, the individuals scheduled for overtime remained scheduled for overtime. However, one of those employees gave the overtime away.
- **USC** – Forms need to be filled out for giving away overtime.
- **MSC** – Understand that the proper paperwork was completed, but will follow-up to confirm.

05-17 - Overtime:

- **MSC** – Resolved. Will pay the scheduling error.

05-18 - Discipline:

- **USC** – Requests that we consider that the PSI employee not be invited back for work at this facility. Will take to the next step to discuss with Kelly Wolff.

2. Safety Action Committee Overview

- **MSC** – Proposes that we add 2 additional management members to the SAC. Also, propose that the 4 new safety positions be included in the SAC meetings.
- **USC** – Agrees to maintain 6 elected members plus the 4 safety positions. Will be working on elections to fill the current vacancies.
- **JSC** – Change original agreement to include 4 management positions and retain the 6 elected union positions identified in the original memorandum of agreement.

3. Other Safety Issues

A. Gas problem in the Kraft Mill (exposure).

- **MSC** – Additional testing has been done. Down on 10/13, will attempt to collect data. Project to upgrade is in the budget. Larry Atwood has additional information.

B. PECO Chair Replacement

- **MSC** – Wiring needs to be completed. Plan is to make this a priority.

C. Visitors to the PECO

- **JSC** – All visitors to the PECO need to check-in with the operator before accessing the area. Please communicate this to all.

D. Safety Allowance

- **USC** – Can we extend beyond shoes and inserts as outlined in the current contract?
- **MSC** – No, we cannot do this. There are IRS guidelines that require reimbursements be related specifically to safety items. Coats, Blankets, etc. are not covered. The reimbursement is strictly limited to safety shoes and inserts.

E. MSG (Yard) training Requirements

- **MSC** – Added training to be scheduled on the job (it is not an apprentice program). Intent of training is to help individuals be successful at these jobs. It is not the intent that the MSG crew will work on diesel engines.

4. Pay – Shift Managers

- **USC** – The payroll is being cross-audited and changes are being made.
- **MSC** – Discussion has occurred regarding this subject.

5. I.D. Badges

- **USC** – Policy or rule must be published and posted (Section 22, A-7). Questions if the I.D. badge can be separated from the time card. Also, wearing them on the floor creates issues. Would like to have policy around the requirement to wear badges on the work floor reconsidered. O.K. with respect to accessing the mill and for punching-in.

6. Mechanical Contractors

- **MSC** – The NW Contractor selection was recently completed. For time & materials jobs under \$200,000.00 our primary contractor will be “Harder Mechanical” and our secondary contractor will be Greenbury.

7. Out-of-Bargaining-Unit Hours

- **MSC** – Shared the update on the out of the bargaining unit hours. Several employees have reached their limit and been returned to the bargaining unit.

