

JOINT STANDING COMMITTEE MEETING MINUTES

October 15, 2003

Present:

USC – Ron Jones, Leroy Crabb, Rick Erickson, Ram Manthe, Larry Reandeu

MSC – Keith Larson, Ann Fleck, Shawn Wood, Frank Walsh, Scott Beckstrom, Chad Davis

JSC = Both

Agenda:

1. Grievance 03-34
2. Out-of-Bargaining Unit Extension
3. Asbestos Surveillance
4. A2 – A5
5. Hourly Employee Performance Feedback Process
6. Contract Addendum
7. Extra Work Call-In Proposal
8. B-Pool Bid
9. Kraft Mill Call-In Procedure
10. Shipping Work Assignments
11. Kaiser Insurance
12. Open Enrollment

1. Grievance 03-34

- MSC – Employee has filed an ERISA complaint, and it is now a legal matter.
- USC – Grievance needs to be answered at the 1st step in a timely manner.
- MSC – Based on the current information/counsel we have, the employee's Step-Grandchildren are not covered.
- USC – Referenced Child/Parent relationship, page 11 of the Health Plan that was in effect when the employee signed-up for coverage.
- MSC – Need to follow up and investigate before responding.

2. Out-of-Bargaining Unit Extension

- MSC – Requests extension for B. Repman.
- USC – Extension granted, but it is currently a hardship for both parties until the position is filled with a salaried employee.
- JSC – Agreed to a 2-month extension, will review the need again at that point.
- MSC – Requested extension for V. Robinson.
- USC – Agreed to a 6-month extension, but is concerned about the current (low) level of salaried staffing in the Converting Plant.

3. Asbestos Surveillance

- MSC – Passed out the guidelines for the Asbestos Surveillance Program with participant list attached.
- JSC – Future employees that meet the requirements for asbestos medical surveillance will be added to the Wauna Mill participant list.

4. A2 – A5

- JSC – L. Reandeau and K. Larson will follow-up.

5. Hourly Employee Performance Feedback Process

- JSC – Passed out draft of feedback process. This evaluation will not use numbers. The draft was developed jointly by Union/Management. The next step will include gathering input from managers, supervisors, and employees. It is our intention to include training for supervisors as part of the implementation process. Suggests that the process be referred to as the Wauna Mill process instead of the GP process, and that the PACE logo be used along with the GP logo..

6. Contract Addendum

- JSC – A. Fleck, Dan Duvall and Gene Dixon are currently working on updating the current wage rates and progression ladders in the contract. Agreed that insurance SPD's will not be included because of possible changes each year.

7. Extra Work Call-In Proposal

- MSC – Proposes an electronic system similar to EPSS bidding system.
- USC – Does not want Extra Work Call-In List to be confused with Labor Pool.
- JSC – Recognizes electronic sign-up as “in-writing”, as referred to on pg. 53-54 of the contract.

8. B-Pool Bid

- JSC – Once B-Pool is exhausted will move employees up in the progression ladder from B-Pool Relief.

9. Kraft Mill Call-In Procedure

- JSC – Procedure was passed out and is formalized as of October 15, 2003.

10. Shipping Work Assignments

- USC – Concerned about Shipping/Converting Utility Trucker positions, pay, scheduling and responsibilities.
- MSC – Will follow-up with Employees/Department.

11. Kaiser Insurance

- USC – New employees with Kaiser Insurance did not have dependent coverage.
- MSC – Will follow-up.

12. Open Enrollment

- JSC – Encourages employees to attend Open Enrollment meetings.

*Next meeting: **Wednesday, November 19, 2003***

For the Union

Date

For Management

Date