

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**October 16, 2002**

## **Present:**

**USC** – Larry Reandean, Rick Erickson, Leroy Crabb, Claude Weaver

**MSC** – Keith Larson, Joe Hertig, Jim Lepin, Frank Walsh, Norm Dittrich, Will Laport

**JSC** = Joint Standing Committee

## **Agenda:**

1. Grievances: 02-16, 02-24, 02-25, 02-29
2. Set-Up Hours
3. MSG
4. #6 Site Prep
5. Spotting Rail Cars
6. A5 to A2
7. #6 P.M. Staffing Update
8. Disciplinary Process
9. New Employee Probationary Period
10. Blue Slipping Back to Labor Pool
11. Quality Analyst Position
12. Vacation Donation
13. Administrative Suspensions
14. #6 Scrap
15. AFLAC
16. Shoe Inserts
17. Flu Shots
18. Wood Processing Job Posting
19. Maintenance Oiler Interviews

## **1. Grievances:**

### **02-16: Sniff Testing**

- **MSC** – 3<sup>rd</sup> Step answer was that job will be analyzed.
- **USC** – Put on hold, communication problem. The grievance is only dealing with those who were scheduled and not the volunteers (9 total).
- **MSC** – Give any new information to K. Larson and hold timely.

### **02-24 Overtime:**

- **USC** – Thought grievance was going back to 2<sup>nd</sup> Step. Were other schedules shared with D. Wenger on third step?
- **MSC** – Did not think that grievance was sent back to 2<sup>nd</sup> Step.
- **USC** – Person who filled vacancy worked 7 days in a row, and 21 out of 24 days.
- **MSC** – D. Wenger did not see at time of meeting.
- **USC** – Wants to go back and look at information at 3<sup>rd</sup> Step.
- **MSC** – Will review the schedules the Union turned in to determine how it ties in to this case.

### **02-25:**

- **USC** – Clarification on minutes. Should say, “with proper documentation...”

## **02-29:**

- **MSC** – Referred back from 3<sup>rd</sup> Step. Management committed to look at it. Job will be eliminated. Duties will go to other positions and job analysis will evaluate re-assigned moved tasks.
- **USC** – No matter where T. Fillman is assigned his rate of pay should have been the Day Coordinator based on his seniority.  
**MSC** – Fundamental difference is company does not believe they are obligated to pay the higher rate of pay in the progression ladder if job is not filled.
- **USC** – Position is once D. Borgstrom moved up the rate of pay/job vacancy that was created should have been paid to T. Fillman regardless of where he was working or what he was doing.
- **MSC** – Proposes to pay T. Fillman from June 19<sup>th</sup> to date for current time on a non-precedent basis, but will not agree to Union's interpretation. Offer, if accepted, will not be precedent setting.
- **USC** – Dates should be Borgstrom's blue slip date and rate of pay should be red circled.
- **MSC** – Agrees to go back to Borgstrom's blue slip **but not to red circle.**  
**USC** – Agrees.

## **2. Set-Up Hours**

- **USC** – Questions hours for set-up employees. Asks that supervision monitor hours per agreement. O.K.'s R. Rowland to continue.
- **MSC** – Requests that J. Lannigan be allowed to continue through year end.
- **USC** – Agrees
- **MSC** – M. Anderson is close to 1040 hours, he's at 800. Requests that he continue until mid-November. Might not go over.
- **USC** – Agrees.

## **3. MSG**

- **USC** – How long was someone in the Laborer's position, and was it posted?
- **MSC** – It was not posted, and the person who filled the laborer position is back to the Labor Pool.
- **USC** – Appears that there is a need to make a position and post it.
- **MSC** – We had two light duty workers who could work in the yard until released. Does the Union want us to post a Relief position that will go unfilled much of the year?
- **USC** – Yes.

## **4. #6 Site Prep**

- **USC** – Thanks to the company for having MSG doing some of the excavation.

## **5. Spotting Rail Cars**

- **USC** – Who is going to do this work?
- **MSC** – W. Laport will talk to S. Cory.

## **6. A5 to A2**

- **USC** – Credits for Senior Oiler need to be adjusted. Time to Lube Mechanic is too long. Wants credits to be 37 and a 12-month apprentice program to Lube Mechanic and 12 months to Journeyman. Entry-level should be a 4-year program to lube as their primary. Rate in Journeyman should be A-2, same as Painter/Carpenter.
- **MSC** – This has expanded the scope of our intent and did not mean to commit to a second phase before we work out the first phase.

- **USC** – Was looking for a commitment that we would have A-2 Journeyman Lube Mechanic.
- **MSC** – Not ready to agree to that.
- **USC** – Will review next steps.

### **7. #6 P.M. Staffing Update**

- **MSC** – Project update at Wauna Council
  - Machine Tender Bid Selection announced. Interviewing Head Adjusters now and Back Tenders next week. **USC** – Asks that if people are not qualified that we track those removed from the list so other workers can see it by putting a line through their name.
  - Shift and Shift-Relief Electricians will be assigned to project. Doesn't want to pull them off for Shift Relief. Wants a two-year exemption. Same problem for Mechanics. **USC** – O.K. as long as going to #6 is voluntary and they know in advance it is for two years.
  - The 2-bid rule is nothing new. Some folks are upset, but this is no different than the bid process in the past. (clarification)
  - Assessment scores. **MSC** – has a proposal to share. It is for discussion and has not gone through a management review yet. For those not selected they would be given the process used and their combined score so they can review. They would not see the individual dimension scores and the names of the evaluators would not be released. The rating and final score 70/30 would be reviewed. **USC** – Wants to be able to review entire assessments for everyone who applied for #6, not just those who weren't selected, as you clearly stated in negotiations. This is not acceptable. **MSC** – Withdrew proposal.

### **8. Disciplinary Process**

- **MSC** – Handed out an outline of disciplinary steps for comment.
- **USC** – Will review for next meeting.
- **MSC** – Coaching is optional. May or may not happen, but is not technically part of disciplinary process.

### **9. New Employee Probationary Period**

- **MSC** – Wants to extend period by three weeks for injury.
- **USC** – O.K.

### **10. Blue Slipping Back to Labor Pool**

- **USC** – Knows people do this to get out of situations. Management is doing this.

### **11. Quality Analyst Position**

- **USC** – B. Lokan is reviewing the job description to see if it is O.K.

### **12. Vacation Donation**

- **USC** – A vacation donation was approved prior to this employee's request for the same reason.
- **MSC** – Manager did not sign this vacation donation. Prior vacation donation was signed by another manager even though it wasn't for humanitarian reasons. If manager signs then H.R. will sign.

**13. Administrative Suspensions**

- USC – Had asked company to review.
- MSC – Has reviewed and will use for excessive absenteeism. MSC would not prefer to give people more time off.

**14. #6 Scrap**

- MSC – Will not be sorted, going in dumpster and being sold off.

**15. AFLAC**

- MSC – Not sponsored by or affiliated with the company.

**16. Shoe Inserts**

- USC – Reference page 23 of the Labor Agreement. Proposal to allow show allowance to pay for shoe inserts.
- MSC – Approved. Will draft a memorandum of agreement.

**17. Flu Shots**

- MSC – Company personnel can not give flu shots, they will be administered by a 3<sup>rd</sup> party – probably Workplace Wellness.

**18. Wood Processing Job Posting**

- USC – Rumor is that there is a job there that isn't posted.
- MSC – Will follow-up with management from the area.

**19. Maintenance Oiler Interviews**

- USC – Employee went through process. Scored 8 on test and flunked the interview, but can't get the results from Maintenance. Another interviewer probed medical issues which is not good. Interviewer also tries to get others on board to raise or lower scores and they know the test scores before person is interviewed.
- MSC – We strive for consistency in how interviews are conducted. Interview panel does not have access to test results! Will review Union's comments.

*Next meeting: Wednesday, November 20, 2002*

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For the Union

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Date

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For Management

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Date