

JOINT STANDING COMMITTEE MEETING MINUTES

October 17, 2001

Present:

USC – Mike Bouse, Claude Weaver, Rick Erickson, Dan Duvall, George Brajcich

MSC – Keith Larson, Joe Hertig, Will Laport, Frank Walsh, Tim Winn

Agenda:

1. Grievances: 01-30, 01-31, 01-35, 01-36
2. Barrier Tape
3. PSM Training
4. Strategic Alliance
5. Respirator Training
6. Converting Ladder
7. After-the-Fact Floating Holiday
8. Product Quality Testing (PQT) Progression Ladder
9. Flu Shots
10. Toolroom Testing
11. Meal Tickets/Hot Meals
12. Short Term Disability (S&A)
13. Bulletin Board

1. Grievances:

01-30: Scheduling & O.T. in Utilities

- MSC – Still working on it.

01-31: Scheduling & O.T. in Utilities

- USC – Resolved. Employees paid to USC satisfaction.

01-35: Overtime Pay and Call Time in Kraft Mill

- MSC – General confusion about dates in question. Review of 7/1 & 7/8 revealed no overlap of O.T.
- USC – Will go back and try to determine the date, courtesy relief and overtime issue.

01-36: Scheduling & O.T. in #5 P.M. Operator Pool

- MSC – Common pool. Doesn't have classification. They are slotted as 1, 2 or 3. D. Campbell thinks he correctly filled the vacancy in the #1 slot based on their history.
- USC – Thinks S. Souvenir should have been slotted for the #1 giving Haas the O.T. Procedure was followed correctly, but initial slotting was wrong.
- MSC – Because of the complication of qualification and the use of Labor Pool employees it looks like they slotted the way they have historically done this. D. Campbell is willing to change in the future, but schedule as posted was consistent with how they've done it..
- USC – Nick Nicholson was informed of scheduling problem. Probably need to get the parties together to figure out the clarification necessary. R. Erickson, D. Campbell, N. Nicholson, D. Haas, J. Dykes to discuss. Report back at next Standing Committee Meeting.

01-37: O.T. Give Away

- **MSC** – Operator was scheduled for O.T. Wanted to give it away to someone in her classification and supervisor signed. The operator asked the wrong person who worked the O.T. The correct person filed a grievance. We don't have the form so Tim Winn is going to attempt to find it. The form is good, but isn't always followed.
2. **Barrier Tape**
 - SAC has completed Barrier Tape policy. At Mechanic's Committee Line Break tape was suggested to be red/black. All parties agree. Draft of 5/22/01 is approved with Line Break change.
 3. **PSM Training**
 - **USC** – Questions status.
 - **MSC** - PSM Intro is required to go into the PSM boundary area, but does not allow you to work in the boundary area. To operate equipment you need operators training and testing. To maintain equipment you need PSM Intro, Process Overview, documentation of safe work practices (LOTO, PECS, Hotworks, etc.), standard maintenance practices (SOP's for maintenance job), craft documentation and special training (i.e. NDT, Radiography, certified welds).
 4. **Strategic Alliance**
 - **USC** – Are we done? What is the path forward?
 - **MSC** - K. Larson is developing a packet of material for review and upgrades and will hand out at Wauna Council tomorrow.
 5. **Respirator Training**
 - **USC** – Questions status.
 - **MSC** - Meeting with Laport, Lepin and others regarding Red Zone. There is a need for fit testing, half face, full face & SCBA's. Initially Shift Mechanic, Relief Shift Mechanic, Kraft Mill, Utilities, and Instrument Technicians will be asked to volunteer. Will reassess if not enough volunteers.
 6. **Converting Ladder**
 - **USC** – Napkins carrying extra Consumer Operator on "B" crew, extra Annex Operator on "D" crew, and extra Main Floor Operator on "B" crew. Contractually no harm, but it is affecting their overtime. Why not carry an extra at bottom of ladder and move up for vacancies.
 - **MSC** - T. Winn will look to see if the above idea will work better.
 7. **After-the-Fact Floating Holiday**
 - **JSC**-After-the-Fact Floating Holiday is not after the schedule is posted. ATFFH is taken after the absence occurs if the absenteeism is below 2.5%. Short notice Floating Holidays are used when the schedule is posted and less than 13 hours notice was given. ATFFH require a bona fide reason, which means more information is needed than the reason being "personal" or something which is out of the employees control. It has a much narrower definition than most people think. Once it is established as "bona fide" the ATFFH is granted.
 8. **Product Quality Testing (POT) Progression Ladder:**

- **USC** – Was presented a copy of the “old” ladder dated 12/7/89. Converting and Paper Machines were later combined. The employees have proposed a new ladder. The PQT position is not back filled when an employee leaves on vacation, etc... Training is a long time proposition, a ladder makes sense for training and filling vacancies.
- **MSC** – Will review and respond.

9. Flu Shots

- **USC** – Questions the need for \$5.00 co-pay.
- **MSC** – B. Adams sent out an e-mail to explain the reason for a change, see below:
“There have been some questions about why there is a cost this year for the flue shots. Let me tell you my rationale: As you may remember, last year we had a great deal of difficulty getting flu vaccine. This year I shopped early but could only get guaranteed delivery if I paid early and dearly. I decided that you all would rather help with the cost and have the serum available. In the past years I have paid between \$25 and \$30 dollars for a vial of 10 doses. This year I had to pay \$79.00 per vial of ten doses. I usually give around 800 doses. - Becky”

10. Toolroom Testing

- **MSC** – In past people have checked out inoperable tools. The company that replaces our tools, C&H Tools, will test the tools.
- **USC** – Would like to talk about scope of what contractor is going to do.
- **MSC** – This is a program of inspection and certification on each turn-in of the tool.
- **USC** – Concerned that this could become like the Hostler or that we could get in a position where we can’t maintain our own tools. J. Lepin has ordered equipment so the contractor can test on site. Sent back to Mechanic’s Committee to address concerns.

11. Meal Tickets/Hot Meals

- **JSC** - Restaurants for the meal ticket program will be undergoing the annual review. Hot meal restaurants were looked at and 7 local restaurants will provide meals with various restrictions.

12. Short Term Disability (S&A)

- **MSC** - Camas & Wauna are the only 2 G-P sites that self-administer S&A benefits. In 2002 we will move to a contract administrator, possibly MetLife. Not sure when transition will happen but sometime in 2002.
- **USC** – Suggests that we have the 3rd party administrator come to Wauna Council and discuss the transition.

13. Bulletin Board

- **USC** - There are so many 800 #'s we need a bulletin board to display all the help line #'s.
- **MSC** – Will be publicized in newsletters, Wauna Knows and bulletin boards.

Next Meeting: Wednesday November 28, 2001

for the Union	Date	for Management	Date