

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**October 18, 2000**

## **Present:**

**USC** – Roland Lee, Rick Erickson, Mike Bouse, Dan Duvall, George Brajcich

**MSC** – Keith Larson, Scott Beckstrom, Will Laport, Jim L. Morgan

**SCRIBE** - Jeremy Burnett

## **Agenda:**

1. Grievances: 00-17, 00-22, 00-23, 00-24, 00-25
2. Smoking
3. After-the-Fact Floating Holidays
4. Shift Swap Seniority
5. Coremakers
6. Open Bids Status
7. Electrical Licenses
8. G. Kiepke
9. Woodmill Progression Ladders – Seniority Dates
10. H.H.T. Issue
11. Hostler Update

### **1. Grievances:**

#### **00-17: Seniority Move/O.T.**

- **MSC** – Asked for help to find the written agreement, which was submitted the week before the schedule. If he had moved up he would only work 3 days in the week instead of 4 (week of the 31<sup>st</sup>).
- **USC** – Will respond.

#### **00-22: Discipline - Behavior**

- **MSC** – Safety issue and employee's reaction are separate issues. Isolation sheets are reviewed, two people are required and hand written is acceptable.
- **USC** – Does all equipment need to be at zero energy state?
- **MSC** – All prepared sheets show what is required to lock out of an area. One step was missed. It was written in and acceptable.
- **USC** – Was a walk through denied to him?
- **MSC** – Haven't heard this. He can lock out that point, but it was not required to do the job safely. This grievance is only for the behavior.
- **USC** – We do want to keep discussions appropriate in the workplace. Do have concerns about the isolations and would like to be kept informed of corrective steps.
- **MSC** – Will keep the USC updated.
- **USC** – With (pending) the follow through of safety issues in that department this issue could be resolved.

#### **00-23: Discipline – Lock-Out/Tag-Out**

- **MSC** – Valve #124B was not locked out, but was signed that it was locked out.
- **USC** – Previous forms have been hand written and the valve may not be in there.
- **MSC** – He signed that it was locked out, therefore it should have been locked out.
- **USC** – It seems like the form/instructions are unclear in the department. Was the work completed before the audit?
- **MSC** – Don't believe so. If you are not going to lock out, there needs to be a discussion and don't sign that it was locked out.
- **USC** – Read statements of fact.
- **MSC** – He has been counseled before on lock out and the form wasn't correctly filled out so we cannot condone and can't retract.
- **USC** – Will respond.

#### **00-24: Scheduling/Vacation Denied**

- **USC** – Shouldn't move hourly people into salary positions if it causes hardship among other hourly employees. Would like to see vacation allotments for next year (millwide).
- **MSC** – Overtime wasn't a factor in this. The denied vacation was not submitted until after 3:00 p.m. Friday.
- **USC** – With move-ups you can have 5 off so it seems that the 4 off rule can be flexible. Would like to know the impact of granting that vacation the following week.
- **MSC** – Will follow-up.

#### **00-25: Worker's Comp vs. S&A Pay**

- **USC** – Since the injury has not been accepted by Workers Comp. The employee should be able to get 100% of the S&A benefit instead of 50%. USC believes that it should be covered through S&A until Workers Comp. Is determined. See contract book page 87.
- **MSC** – We need to get a legal answer to this question and concerns. Management will follow-up on this.

#### **2. Smoking**

- **MSC** – There will be no smoking in any mill vehicle or mobile equipment (letter attached).

#### **3. After-the-Fact Floating Holidays**

- **MSC** – The percentages have improved!

#### **4. Shift Swap Seniority**

- **MSC** – O.T. swaps will swap seniority. Adjusters give away O.T. and on shift move-ups occur. This can't be done anymore. Example of problem: Main Floor operator swaps with Annex Operator. Main Floor Operator swaps with Annex Operator, but is only trained on certain folders. What is the rule going to be?
- **USC** – The person trading must be qualified otherwise management does not have to authorize trade. Management does have flexibility to use the traded person where qualified, based upon swapped seniority.

#### **5. Coremakers**

- **USC** – On shift move-ups should occur.
- **MSC** – Will work on getting this straightened out. **S. Beckstrom** and **K. Crist** will work with **R. Lee**.

#### **6. Open Bids Status**

- **MSC** – **S. Beckstrom** reported on the status of open bids in Converting.

**7. Electrical Licenses**

- **USC** – We have Industrial and wiring electricians. There seems to be a delay in the certificates. Can electricians pay for license and then be reimbursed?
- **MSC** – We can do it either way, but should be consistent in terms of license payment.
- **USC** – The training consultants, among other things, are not timely updating the state. Let us pay for it and get reimbursed by company later.
- **MSC** – We will discuss the various scenarios and get back. Whichever way we go it should all be the same way, but we will check into waivers. Will figure out proof of payment. Will report back at the next meeting.

**8. G. Kiepke**

- **USC** – Will go forward – business as usual.

**9. Workers Comp Claim**

- **USC** – Need information on employee.
- **MSC** – Employee needs more tests and may be looking into a disability retirement.
- **USC** – What about an extension?
- **MSC** – Can't at this time. A meeting will be arranged regarding this issue.

**10. Woodmill Progression Ladder**

- **USC** – There are some questions/concerns regarding the employee's ladder/department date. Needs to be looked into **G. Brajcich** and **M. Bouse** will talk with him and get specific dates. There could be a group of people who are effected by this.
- **MSC** – We'll work with you on this.

**11. H.H.T. Issues**

- **USC** – Has to do with the bottom four jobs in toweling, the positions do not rotate at this time. Seniority needs to be considered. Believe they use to rotate on a weekly basis.
- **MSC** – **S. Beckstrom** will look into it.

**12. Hostler Update**

- **USC** – Asked for an update.
- **MSC** – The answer is unchanged. Information will be submitted to the company's legal department.

*Next Meeting: Wednesday November 29, 2000*

for the Union	Date	for Management	Date
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