

JOINT STANDING COMMITTEE MEETING MINUTES

October 20, 2004

Present:

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

MSC – Keith Larson, Ann Fleck, Scott Beckstrom, Frank Walsh, Tom McGuigan

JSC – Both

Agenda:

1. Grievances – A04-06, 04-06, 04-07, 04-08, 04-09, 04-15, 04-16, 04-17, 04-18
2. Start Safety
3. Hair Policy
4. Jewelry & Loose Fitting Clothing Policy
5. Open Enrollment
6. Out of Bargaining Unit Update
7. ABT Scheduling Policies
8. Retirement Planning
9. Shipping
10. #49 Folder Incident
11. Wood Processing
12. #6 ABT Schedule

A04-06: Appeal

- **JSC** – Meeting 10/25/2004

04-06, 04-07, 04-08:

- **JSC** – Resolved.

04-09: Call-In

- **JSC** – 3rd Step Meeting 10/25/2004

04-15: Outside Contractors

- **MSC** – Would like to keep timely and give Mechanic's Committee time to resolve and bring back to the USC next meeting.
- **USC** – Agreed. Wants to see a response in November.

04-16: No Show, No Call for Missing Meeting

- **JSC** – Resolved at 1st Step.

04-17: Call-In – Mate List

- **JSC** – Resolved.

04-18: Employees Working in Safety Positions

- **USC** – Wants to understand duration of safety job.
- **MSC** – Will end, but don't have a time table.
- **USC** – Contract language also applies to Labor Pool, i.e. 6 months or longer job being filled needs to be posted and filled. Also needs to have a rate set. Need to understand the Company's position.
- **MSC** – New Safety Manager starts on Monday and need to review with him prior to responding.

2. Start Safety

- USC – Concerned about salaried employees going overboard on discipline as a result of training. We will not discipline our way out of accidents.
- MSC – We will address. However, we will not tolerate people reaching in to equipment without proper lockout.

3. Hair Policy

- MSC – Reminded JSC that coaching period will be over effective 11/1/2004. Policy applies to operational areas. Similar to safety glass policy, intent was to allow employees to travel to/from work without hair restraints. Also looking at Storeroom application.
- USC – Why does this apply to Shippers, Tug Boat Operators and similar jobs? Agree to the need in operating areas with moving equipment.
- MSC – We will look at exceptions on an as-needed basis.

4. Jewelry/Loose Fitting Clothing Policy

- MSC – Handed out revised policy effective 12/1/2004. Key change is that watches and rings will not be allowed on operating floors.
- USC – Wants to request a variance for watches from OSHA.
- MSC – Will review pro's/con's of asking for a variance.
- NOTE: This policy is currently on hold.

5. Open Enrollment

- MSC – Hourly Open Enrollment will be October 18th – October 29th.
- JSC – Management looking into issue raised regarding prescription co-pays being excluded/included as part of out-of-pocket maximum.

6. Out of Bargaining Unit Update

- MSC – Update for employee's over 600 hours shared.

7. ABT Scheduling Policies

- USC – JSC hasn't approved the scheduling policies used in old Converting being applied to ABT Converting. This came up in regards to the mate list.
- MSC - We have been operating under these policies, but need an agreement.
- JSC – Agrees to apply all of the original Converting scheduling policies to ABT Converting.

8. Retirement Planning

- MSC – Vanguard does a good on-line planning process available from home. Also, G-P website has a check list. Will make copies available.
- USC – Survey results are in. 141 responded. 115 plan on retiring before end of contract, but 112 will stay if contract is extended. USC is officially requesting a Memorandum of Agreement to extend early retiree medical benefits to 2009 (at least).
- MSC – Please put in writing and we will pass it on to the appropriate people.

9. Shipping

- USC – Issues on seniority.
- MSC – Kay is working on issue. Wait for her findings. Need to understand senior moves.

10. #49 Folder Incident

- USC – Acknowledges company has resolved issue with employee talking with supervisor.

11. Wood Processing

- USC – Scheduling issue.
- JSC – Need to get dates and names for follow-up.

12. #6 ABT Schedule

- USC – Junior employee’s being scheduled/working ahead of senior employees. Need help understanding why we are shipping rolls to Camas and taking curtailment at Wauna. Concerned about sending employees back to old Converting well over a year after they last worked there with or without training.

Next Joint Standing Committee Meeting – Wednesday, November 17, 2004

For the Union

Date

For Management

Date