

# **STANDING COMMITTEE MEETING MINUTES**

**October 20, 1999**

## **Present:**

USC – Roland Lee, Dan Duvall, Bill Taylor, Larry Reandeau, Kris Keeler

MSC – Keith Larson, Joe Hertig, Mark Schneider, Frank Walsh, Dan Hickey

## **Agenda:**

1. Grievances: 99-09, 99-11, 99-14, 99-15, 99-16, M. Kaul
2. Shift Millwrights
3. Storeroom Counter Hours
4. Meal Tickets
5. Relief Supervision
6. Environmental Testing
7. IRRRA Meeting Seminar
8. Disability Retirement for an Hourly Employee
9. Vacation Donations
10. New Payroll System
11. Dust Testing Audit Comments

## **1. Grievances:**

### **99-09: Oiler Pay**

- MSC - Settled

### **99-11: Mechanics Work - #3 Pressure Screen**

- USC - It was a maintenance down and millwrights were scheduled. Problem could have been corrected at the time it occurred but wasn't. Impact wrench and access platform were not available. Operations can and do perform this job on an emergency basis, but this was a scheduled maintenance down. If no one else was available then it would be reasonable to ask the Operators, but maintenance was available. Desired settlement was 1-hour pay for 2 millwrights.
- MSC - Will consider.

### **99-14: Testing for Oilers**

- USC - Met with the Mechanic's Committee and discussed the Oilers package. USC does not believe that testing is required for each step to Sr. Oiler. MSC agreed. USC questions how testing expanded beyond the Bennett Mechanical test. There are tests used that were not agreed to by the USC as a requirement to get into the A-5 package. The negotiated agreement was for a Bennett Mechanical test and an interview. USC is requesting to look at the last bunch of bidders to identify people who passed the Bennett Mechanical test, but were denied based on the overall battery of test scores.
- MSC - Will respond.

### **99-15: Replacement of Watch**

- **MSC** - Contends that a watch is not a tool and grievance can not be sustained.
- **USC** - Contends that mechanics do use watches to time gears, machinery, etc. After discussion, **USC** withdrew the grievance.

### **99-16: Oiler Assignments/Pay**

- **USC** - Views issue as a safety concern. Feels that the pay issue is resolved with the settlement reached in grievance 99-09. The concern is for the safety of the Jr. Oiler.
- **MSC** - The Sr. Oiler was gone and Stan Sampair was gone. Set-up Supervisor did not get any questions or requests.
- **USC/MS**C - Decided to send the grievance back to the first step so the maintenance supervisors and an Oiler shop steward have an opportunity to discuss the safety issues.

### **M. Kaul**

- **USC** - Keep timely.

### **2. Shift Millwrights**

**USC** presented a proposal regarding vacation scheduling and relief. **MSC** will consider and respond.

### **3. Storeroom Counter**

**MSC** - The Storeroom will be changing their hours on a trial basis. Hours had been 6:30 a.m. to 4:00 p.m. New hours will be 7:00 a.m. to 3:30 p.m.

### **4. Meal Tickets**

**MSC** - Will request a listing from the accounting department showing the usage at each meal ticket restaurant over the past year. A sign-up sheet will be posted in the clock alley for nominations for new meal ticket restaurants.

### **5. Relief Supervisors**

**USC** feels that since we are hiring, the set-up restrictions are lifted. Individual needs will be reviewed on a case by case basis.

### **6. Environmental Testing**

**MSC** - Regulatory environmental testing requirements are getting more stringent. Environmental agencies are requiring accreditation or certification to do environmental testing. Proposal from Technical Department is to use Columbia Analytical or another certified lab to come in to do the compliance sampling and testing of the mill's water sources similar to what has been done for air sampling. This would include daily effluent samples, on a weekly basis woodmill, Crawford Creek, and Filter Plant Backwash samples, monthly drinking water and bleach plant sewers, and on a less frequent basis, as specified by our permits, groundwater and storm water testing.

### **7. IRRA Seminar**

Bill Taylor, Stuart Potter, Rowland Lee, and Keith Larson will attend the IRRA (Industrial Relations Research Assoc.) Seminar on "Privacy in the Workplace" in Wilsonville on Thursday, October 28, 1999.

### **8. Disability Retirement for an Hourly Employee**

**MSC** - An hourly employee has been out on Sickness and Accident for the past year and can not return to work. The S&A benefit ran out on 10/15/99. This particular employee has not returned the necessary paperwork to file for a Disability Retirement. The company needs to make a decision regarding the termination of the employee. **MSC & USC** representatives will meet with the employee.

**9. Vacation Donations**

**USC** is going to review their process for approving vacation donations. A flow chart will be developed.

**10. New Payroll System**

**USC** has concerns regarding the new payroll system. No ability to cut a check locally. Mistakes cost the employee pay for up to 2 weeks for a correction. The new system doesn't allow the employee to check his/her pay to make sure that is correct. Payroll clerks have taken pay out of the system, without verifying if their correction was correct. They attempt to contact supervision, but sometimes they are off shift so they can't be reached. Occasionally they have been wrong causing grief for the employee. Union dues are not being transferred electronically on time. They are going through the mail and taking up to a month to get there.

**11. Dust Testing Audit**

**USC** - Concerned with observation comments not being based on actual or factual information.

**MSC** - Has taken that into consideration.

*Next Meeting: Wednesday, November 17, 1999 (Greg McCallister to scribe)*

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for the Union

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Date

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for Management

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Date