

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**November 15, 2005**

## **Present:**

**USC** – Rick Erickson, Larry Reandeau, Ron Jones, Ram Manthe, George Brajcich, Paul Burgher  
**MSC** – Ann Fleck, Shawn Wood, Frank Walsh, Scott Beckstrom  
**JSC** – Both

## **Agenda:**

1. Grievances – 05-16, 05-17, 05-18, 05-19, 05-20, 05-21, 05-22, 05-23, 05-24, 05-25, 05-26, 05-27
2. Crane Rates – MSG Crew
3. Cranes & Elevators Maintenance
4. Safety Survey
5. Light Duty
6. Quality Lab
7. New Lift Trucks
8. E&I Maintenance 4-10 Schedule
9. Shift Millwright Postings
10. Health Insurance Coverage for Domestic Partners

### **05-16 - Overtime:**

- **MSC** – We have been unable to locate the paperwork. Will resolve. Going forward, once the schedule has been finalized employees will not be allowed to cancel vacation or floating holidays.

### **05-17 - Overtime:**

- **MSC** – Confirm that the grievance was paid.

### **05-18 – 05-21:**

- **MSC** – Third step meetings have been held. Responses will be provided this week.

### **05-22 & 05-23:**

- **USC** – Disagrees with first step answer. Believe that not filling maintenance openings and still contracting out is giving away Local 1097 work. (References '73 or '74 contract language.) Grievance will be expensive, and in the past if the amount of the potential settlement gets large the company will be reluctant to settle. Union wants to resolve before money gets in the way.
- **MSC** – Currently, we are working on determining what our appropriate staffing levels are. As a result, we have a temporary hold on hiring. Once the appropriate staffing levels have been determined, we will staff accordingly.
- **USC** – Original language was negotiated when there was more work to do than could be managed and the mill was having difficulty filling the vacancies, so the Union agreed to contract out with the understanding that this was Local 1097 work. We believe the current situation is different than language was negotiated for. Presently, you have cut the number of people in maintenance and have told us there is a freeze on hiring. Therefore, you have created a permanent situation that you refer to as “temporary overload.”

#### **05-24:**

- **USC** – Felt discussion in control room was inappropriate, happy to see employee has been paid. Notification of three employees by message machine. Grievance was denied based on notification by message machine more than 36 hours. USC doesn't agree with this as notification. USC doesn't believe Shift Manager should have been able to overturn 1<sup>st</sup> Step grievance that was discussed with PM #6 Management.
- **MSC** – There are multiple issues involved in this situation. We do support resolving issues at the 1<sup>st</sup> step of the grievance process where possible. Regarding the individual, it is clear from the documentation that he was not notified within 36 hours and he was paid a call-time accordingly.
- **USC** – Does not believe message machine is notification.
- **MSC** – The contract says “When notice of the change . . .”. Management does believe that leaving a message and documenting when the message(s) was left does constitute notice of the change.
- **JSC** – Send grievance back to 1<sup>st</sup> Step.

#### **05-25:**

- **USC** – Employee coming back from senior move lost a days pay on Monday. The employee had also given input on how he could be scheduled (without violating any rules), and not lose a day of work in the transition. Was told that he was going to get paid by the supervisor, but the pay was thought to be deleted by Payroll. Then on further investigation it was actually management that decided not to pay.
- **MSC** – Will investigate and respond.

#### **05-26:**

- **USC** – Grievance against mill in general regarding overturning of 1<sup>st</sup> Step resolutions.
- **MSC** – Agrees that we need to support 1<sup>st</sup> Step answers. However, it needs to be clear when we are discussing something as a 1<sup>st</sup> Step versus discussing issues in general that need additional follow-up.
- **JSC** - Grievance is resolved.

#### **05-27: Maintenance Call-in Procedure - Converting**

- **USC** – There is some confusion in Converting over procedures and need to get it fixed.
- **MSC** – We are not calling in the wrong people, the process is being followed, but one E&I Journeyman has a lot of programming expertise so he gets majority of calls.
- **USC** – E&I needs to spread out training and experience so OT is spread more evenly. They also want others compensated.
- **MSC** – Agrees training needs to improve but doesn't believe call-in procedure was violated so doesn't believe we need to pay. We have re-issued call-in procedure.
- **USC** – Needs to get his knowledge transferred to appropriate employees.
- **MSC** – Will pursue training additional E&I personnel.

#### **2. Crane Rates – MSG Crew**

- **USC** – Crane pay at Wauna is \$22.00+ and the MSG group doesn't have job analysis. We are hearing input that the average crane pay in the area is \$26.00+. Would the Company look at an adjustment?
- **MSC** – Understand the concern, however, we will not be making any changes in this area at this time.

### **3. Cranes & Elevators Maintenance**

- **USC** – Local 1097 wants to make it clear that Cranes & Elevators repairs are 1097 work. (Memo referenced from Jim Lepin.)

### **4. Safety Survey**

- **USC** – Problems with communications. Some employees are being told that this went through the Standing Committee.
- **MSC** – Acknowledge that this was not reviewed by the Standing Committee. It was distributed directly to managers.
- **USC** – Some employees are being told that Rick Erickson and Larry Reandeau “approved it”.
- **USC** – Some employees are being told that signing it was a “condition of employment”.
- **USC** – Many crews were handed out the Safety Survey in safety meetings and were told to fill out their forms themselves. Process was not shared with either the Standing Committee or SAC.
- **MSC** – The intention is for this tool to be used to help improve safety and reduce the risk of personal injury. It was intended to be a conversation between an employee and their respective supervisor to share learnings that could be applied in other areas as to how employees have been successful in staying safe, as well as help individuals identify ways they can reduce their own personal risk of being injured. The “form” is not something that will be used for discipline, nor will it be kept in an employee’s personnel file.
- **USC** – There is confusion over the questionnaire and how it was reviewed with the Union. The Union has offered several times to work with the Safety Manager and that doesn’t happen. As far as the survey is concerned the Union did not see the survey until it was used on #1 & 2 Paper Machine.

### **5. Light Duty**

- **USC** – Maintenance employee was on light duty. The Benefits Administrator told him that he had 90 days to get back onto full duty. We have an Early Return to Work policy that needs to be followed. Also points out if the Mechanic is off on S&A/Worker’s Comp the company is paying ½ or more of his pay, so you are getting him to work for almost minimum wage and he’s doing a valuable safety work. Also if policies are changing, USC needed to be notified.
- **MSC** – Will investigate.

### **6. Quality Lab**

- **MSC** – As everyone is aware, we had some serious quality issues this last year. Currently, we are making some changes in the Quality Lab that are intended to continue improving our Quality support to ensure we don’t have similar issues in the future. We are going to split the current ladder into two separate ladders with the Quality Analyst position as stand alone position and the Quality Technician position as a stand alone position. Additionally, so that we can provide coverage 7 days a week, the Quality Analysts will work a 4 on, 4 off 12 hour compressed schedule, days only. We recognize that there may be some grandfathering and will document that accordingly. The timing for implementation will be around the first of the year which will coincide with vacancies that will be occurring as the result of some retirements. Vacant positions will be posted using our normal process. There will also be some training and education requirements intended to build the skill levels of the individuals who take the positions.
- **USC** – Supports making improvements to our Quality efforts.

**7. New Lift Trucks**

- MSC – Nine (9) new lift trucks have been ordered and will be arriving late November, early December. They will have some additional features than those we currently have including 8 mph speed limiting devices, as well as G-Force RF impact sensors. Additionally communications will be made with the crews affected once the equipment has arrived and placed into service.

**8. E&I Maintenance 4-10 Schedule**

- MSC – Issue was holiday week. E&I employees suggested that during holiday weeks they go back to 5 day/week, 8 hours/day as they would normally work.
- USC – Agrees with 16 week trial if E&I crew agrees.

**9. Shift Millwright Postings**

- MSC – Maintenance wants to post 2 positions that will be vacated due to retirements. Procedure is modified in Section 1, Paragraph G with some additional qualifications, i.e. welding, respirator fit, SCBA. Existing Shift Millwrights are not required to do this.
- USC – Agrees.

**10. Health Insurance Coverage for Domestic Partners**

- USC – For insurance purposes domestic partners who are of the same sex get coverage, but opposite sex domestic partners don't get coverage.
- MSC – Benefit plan designs are managed by corporate and not controlled locally.

**Next Joint Standing Committee Meeting – Wednesday, December 14, 2005**

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For the Union

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Date

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For Management

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Date