

JOINT STANDING COMMITTEE MEETING MINUTES

November 17, 2004

Present:

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

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

JSC – Both

Agenda:

1. Grievances – 04-15, 04-18
2. Covering Vacations for Peco Crane
3. Storeroom Schedule Change
4. Employee Information Meetings
5. Employee Survey
6. Memorandum of Agreement
7. Corporate Visitors
8. Drug Testing
9. Scheduling
10. Holiday Schedule
11. Worker's Compensation
12. Kraft Mill Move-Up's
13. Vacation/Floating Holidays
14. Tool Box Meetings

04-15: Outside Contractors

- JSC – Resolved at 1st Step.

04-18: Employees Working in Safety Positions

- MSC – L. Atwood working on a proposal for how to fill this type of work long term. Current situation resolved by employee bidding into other progression ladder.
- USC – Will hold timely for a recommendation from L. Atwood.

2. Covering Vacations for Peco Crane

- USC – Do not believe that when they agreed to the ability to cover Peco Crane with Chip Test, that they were agreeing to Chip Testers moving from crew to crew to avoid overtime.

3. Storeroom Schedule Change

- MSC – In order to provide Storeroom coverage until 4:00 p.m. have scheduled one Storeroom counter person 7:30 – 4:00 p.m.
- USC – Do not agree to change.
- MSC – Will review, but not sure we cannot do without agreement.

4. Employee Information Meetings

- MSC – We are in the process of scheduling employee meetings to share 2004 results and the 2005 goals. Kelly Wolff will be sharing this information during the week of December 6th. Attendance is required for all employees unless they are on vacation or floating holidays.

5. Employee Survey

- MSC – GP annual Employee Survey is scheduled to begin soon and they will be calling employees at home.
- USC – Will encourage employees to participate.

6. Memorandum of Agreement – Extending Hourly Retiree Medical Benefits until 2010

- USC – Have completed the suggested language for a Memorandum of Agreement for extending hourly employee retiree medical benefits until 2010.
- MSC – Will forward to proper people for consideration.

7. Corporate Visitors

- USC – Requests that visitors have mill management escorts rather than let them wander about.
- MSC – We will follow up.

8. Drug Testing

- USC – Would like notification from the company when an employee is suspended while a drug test is pending, especially in situations when the results take an extended amount of time being returned.
- MSC – Would a letter to the Union Standing Committee suffice?
- USC - Could management call/notify a Standing Committee member whenever this happens in addition to the letter?
- MSC – Believe we have been doing this, but will ensure a Standing Committee member is notified as soon as possible when we have a drug testing situation.
- USC – Is there any way to speed up the results of the drug screen?
- MSC – There really isn't any way to speed up the lab component. The biggest opportunity to speed it up is to help with employees responding to the MRO when they contact them about the results.

9. Scheduling

- USC – Is the final schedule now posted by 3:00 p.m. on Fridays?
- MSC – Yes.
- USC – Does everyone know?
- MSC – Yes, this was communicated to the mill schedulers when we stopped the 6:00 p.m. trial.
- USC – It appears that a schedule was changed after 6:00 p.m. on Friday, and a Labor Pool employee did not get notified of the change to show up on Monday. When he did not show up, he was listed as a no call/no show.
- MSC – Will follow up.

10. Holiday Schedule

- USC – Would appreciate some idea on what the holiday schedule is going to look like for Converting. Normally we get a best guess.
- MSC – Will follow up.

11. Worker's Compensation

- USC – Currently have a concern when employees miss time for doctor's appointments that are related to worker's comp. injuries. Employees are being told that they will not be paid, but we believe there is a requirement to keep them whole in the contract. Problems arise when employees schedule their own doctor appointments, they are not getting paid. Believes employees need to be made whole on their pay checks, not a separate check from the state. Haven't been notified of any changes.

- **MSC** – For occupational injuries, time loss is paid through worker’s comp. Non-occupational illnesses/injuries will be paid through the mill, if the company has required the employee to see a doctor. Employees need to schedule doctor appointments for WC covered absences.
- **USC** – Some confusion that needs to be corrected.
- **MSC** – Agreed.
- **MSC** – Ann will follow up.

12. Kraft Mill Move-Up’s

- **USC** – Discovered a 1978 memorandum that hasn’t been updated.
- **MSC** – Believes that it has been shared, and agreed to in previous Standing Committee meetings but not signed off as a Memorandum of Agreement.
- **JSC** - Will follow-up and write one up for signing.

13. Vacation/Floating Holidays

- **USC** – Which takes priority, vacation or floating holidays? Issue is vacation allotment was full (with 3), with two red circled on vacation. The junior red circled person signed up for 4 Floating Holidays, essentially taking a vacation.
- **JSC** – Will look up past info and review at Scheduling Committee.

14. Tool Box Meetings

- **USC** – Having complaints (mostly rolled side) that tool box meetings started out as crew led, but now are becoming management ran, and they are loosing touch with the value the crews put on them. Suggest going back to old tool box meeting followed by a management info meeting.

Next Joint Standing Committee Meeting – Wednesday, December 15, 2004

For the Union	Date	For Management	Date
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