

STANDING COMMITTEE MEETING MINUTES

November 17, 1999

Present:

USC – Roland Lee, Stuart Potter, Bill Taylor, Larry Reandeau, Kris Ingergard

MSC – Joe Hertig, Shawn Wood, Dan Hickey

Agenda:

1. Grievances: 99-11, 99-14, 99-16
2. Shift Millwrights
3. Payroll Issues
4. 16 Hour Rule
5. Meal Tickets
6. Contract Training
7. Set-Up Supervisors
8. 4-Night Shifts in a Row - Compressed Work Week
9. Scheduling Employees in 4-Hours Early on Compressed Pay
10. Blue Slipping New Hires Prior to the End of Their Probationary Period
11. Employees Being Bumped Out of Position and Being Blue Slipped to the Labor Pool

1. Grievances:

99-11: Mechanics Work - #3 Pressure Screen

- **MSC** - Believes there was no contractual violation. Operators can do this job. However, the Company was not pleased with the communications that took place with this incident. Company offers to pay one (1) hour S.T. to each of the 2 millwrights affected.
- **USC** - Believes maintenance downs are for maintenance and operations should work around maintenance and not do jobs assigned to maintenance. K. Nault and K. White would receive the pay. Settlement was accepted.

99-14: Testing for Oilers

- **USC** - Bennett Mechanical test was agreed upon. All employees here have passed the test and should be able to bid on job and go into probation period. **USC** was not sure how many times math or other skills tested by Nowlin were actually used on the Oiler job. **USC** feels that offer was not good because it would test the older employees who were hired prior to Nowlin testing. Interview process is more structured now than in the past. The change in interview tactics is also a concern for the Union. **USC** agrees that grievance can be held at second step for next meeting.

99-16: M. Kaul - Scheduling/Pay

- **USC** - Employee was scheduled for 12 hours, and paid 12 hours compressed, but first 8 hours was spent working on Napkin Operator job which was an 8-hour day shift job. **USC** believes the rate of pay should be 8 hours at the Blue Slip rate of pay, plus 4 hours at the compressed rate of pay, not 12 hours compressed. **USC** requests that Management look at the language around the Outside Operator job and apply that language to this situation.
- **MSC** - Will follow up.

2. Shift Millwrights

(Proposal to look at shift millwright vacations differently - if two (2) shift millwrights schedule vacation at the same time then coverage would come from a shift millwright from another crew. S. Wood is not sure how that would work.) S. Wood proposes having the Mill shift millwrights report out of the same group with Folded Converting shift millwrights to develop cross training, comfort, efficiency, etc. If this works well then S. Wood would stop here and most problems would be resolved. This would always leave two (2) millwrights on shift and they would get their vacations per the current vacation proposal, and seems to address all Union concerns.

3. Payroll Issues

USC - Many questions and concerns.

- Lots of mistakes in pay. Pay stub does not allow employee to figure out where error is, i.e. rate of pay.
- Electronic deposit varies on time of deposit.
- Voucher for electronic deposit used to come in on Thursday, now it is Monday. These vouchers arrive with checks on Thursday with the checks and then mailed.
- Accounting of Union and Company 401(k) are confusing and there is no explanation. Y2K is a concern to verify 401(k).
- Paycheck stubs have plenty of room to provide more detail.
- What is "OTHER"? It has a mixture of Regular and O.T. pay.
- The computer can kick out a supervisor's pay entry if there is an error, i.e. with pay codes, call times, etc. Both the employee and the supervisor think the pay is correct, but the computer doesn't pay it, and the employee has to figure out where the error occurred.
- Union feels that they have a legal right to be paid on time and to be able to see their pay.
- Electronic pay of Union 401(k) needs to be paid timely. Currently it is inconsistent 20 - 32 days; not every pay period.
- Some employees have had errors of several hundred dollars. Propose that if error is greater than \$75.00 that Corporate cut a check and overnight it to the employee.
- Safety shoe allowance is being added to the gross not to the net.

Payroll Issues - D. Goodwin Comments:

- Manual check requests are processed on Wednesday or later, with the check arriving on Friday at the earliest.
- Itemized report will be available in the Employee Access System. Similar to what the Supervisor can call-up on the computer.
- **D. Goodwin** will check with H.R. to find out how soon the electronic deposit vouchers are mailed out on Thursdays.
- Is Union (PACE) and AMEX capable of accepting a wire transfer? **USC** will look into.
- \$75.00 minimum for manual check will be O.K. **D. Goodwin** will pursue.

4. 16-Hour Rule

- **USC** - Proposes that Management can not decide to work over 16 hours without talking to the Union. There should be a call list for these emergencies. A protocol should be established to communicate the need to go beyond 16 hours. Union to provide a proposal for handling this situation.

5. Meal Tickets

- **JSC - Bundy's Drive Inn** will be removed and replaced by "**Sisters**" (**El Rancho** no longer in business). **Riverview** to be removed and replaced with **Red Lobster**. **Golden Star** in Astoria to be added. One of the restaurants in Cathlamet will be added.

6. Contract Training

- MSC - Will be held on December 2nd. Agree to 8 hours pay for those people on their day off. No call time will be paid.

7. Set-Up Supervisors

Note: Basis is total set-up hours (1,040 hours).

- R. Rowland - Will/has surpassed 1,040 hours due to training needs in the Maintenance Department. USC has agreed to this. Last week will be the week of 12/13.
- J. Stiles - Currently at 980 hours. Extension of time is granted to move up for vacation and floating holidays.

8. 4-Night Shifts in a Row - Compressed Work Week

- USC - This is being used in covering for set-ups.
- MSC - Will explore the issue with the department

9. Scheduling Employees in 4-Hours Early on Compressed Pay

- USC - Employee scheduled in 4 hours early on compressed pay was paid the following:
 - 4 hours O.T. at Blue Slip rate of pay.
 - 4 hours S.T. at Compressed rate of pay
 - 8 hours O.T. at Compressed rate of pay
 Is this the way pay is done?
- MSC - Joe to check with Payroll.

10. Blue Slipping New Hires Prior to the End of Their Probationary Period

- USC - New employees are being Blue Slipped into open positions before the end of their probationary period. Is reimbursement due for pay after probationary period? Person is doing job unassisted after training period. Should these people be getting the full rate for the job (within the 60-day probationary period) they are doing unassisted.
- MSC to consider these two options.

11. Employees Being Bumped Out of Position and Being Blue Slipped to the Labor Pool

USC - Employee loses position through cutbacks, but returns to a job (bid) that he/she is trained and qualified for/. Should they still get only 90% of pay for this new job, when he/she could work out of the Labor Pool in the same job at 100%?

Next Meeting: Wednesday, December 15, 1999 (Greg McCallister to scribe)

for the Union	Date	for Management	Date
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