

Joint Standing Committee Meeting Minutes
November 19, 2003

Present:

USC – Rick Erickson, Larry Reandeau, LeRoy Crabb, Ram Manthe, Ron Jones, Paul Burgher

MSC – Keith Larson, Ann Fleck, Scott Beckstrom, Frank Walsh, Jim Lepin, Chad Davis, Rob Crummett

JSC = Both

Agenda:

1. Grievances: 03-28, 03-34
2. Coverage for PECO Operators
3. Chip Handling Progression Ladder
4. #4 Paper Machine Freeze Request
5. Pulp Dryer Closure
6. PM6/CONV Progression Ladder Status
7. Drug Testing After Probationary Period
8. Drug Awareness Communication at Safety Meetings
9. Alcohol Testing
10. A2/A5
11. #9 Conversion
12. Last Year's Bid List (Shipping)
13. Dental Plan
14. Probationary Representation
15. Hourly Performance Feedback Process
16. Contract Addendum
17. Extra-Work Call-in List
18. Out of Bargaining Unit
19. Probationary Extension
20. Safety Concerns
21. Overtime Scheduling
22. Missed Overtime Opportunity

1. Grievances:

03-28

- On hold pending Job Analysis.

03-34

- **MSC** – Provided 2nd step answer.
- **USC** – Concurs with 2nd step answer.

2. Coverage for PECO Operators:

- **MSC** – Reviewed proposal for PECO Operator vacation coverage. Proposal would involve assigning 1 chip tester to cover for A/B crews and 1 chip tester to cover for C/D crews to reduce excessive crew bouncing.
- **USC** – Agrees with proposed coverage guideline if the statement “or their reliefs” on page 1, item 1 is removed.
- **MSC** – Agrees with removing statement.
- **JSC** – This new guideline supercedes the 1/99 policy.

3. Chip Handling Progression Ladder:

- **MSC** – Shared proposal for changes in the Chip Handling Progression Ladder to address the added workload the Tug Crew is experiencing due to increases in barge movements resulting from the #6 paper machine expansion. Changes would include the addition of two positions to the Boat ladder – one Tug Boat Operator and one Tug Mate, and the elimination of the Screen room Utility position. This results in a net increase of one position.
- **USC** – Not interested in changing the shift start time. Will not agree to that type of shift schedule.
- **JSC** – Need to address grandfather rights and seniority issues.
- **JSC** - Individuals going into Tug Mate position need to understand expectation is to work toward getting Tug Operators license.
- **JSC** – Rob Crummett, members of the Boat Crew and some of the Standing Committee members will meet to fine tune the proposal.

4. #4 Paper Machine Freeze Request:

- **MSC** – Reviewed employee request to freeze in 5th hand position on #4 PM.
- **USC** – Need to review with Executive Board and will then respond.

5. Pulp Dryer Closure:

- **JSC** – Reviewed contract language and process for one-time bump options for Pulp Dryer employees. Bumpable jobs include any bottom rung progression ladder positions bid since 2000 contract. Relief positions are only considered the bottom rung if they are a permanent part of the department and are not bumped back to the labor pool. If the relief position is bumped back to the labor pool, it is not considered the position that is bumpable. Per the contract, no more than 50% of jobs in a ladder can be bumped.
- **USC** – Employees with less than 12 months in the department have the option to return to their previous position.
- **JSC** – The bump is a one-time opportunity. If the employee from the dryer decides they don't like the new job, then they go to the labor pool. If management disqualifies them during the probationary period, they can exercise their bump right somewhere else.
- **MSC** – The Recaust/Kiln job was not bid, so it is not bumpable.
- **JSC** – Any employee that is bumped by a pulp dryer employee then has bump rights to go someplace else or they can go to the labor pool. Displaced employees do have grandfather rights to return to the ladder when the next vacancy occurs.

6. PM6/CONV Progression Ladder Status:

- **MSC** – Reviewed current status of PM6 and 6 CONV ladders.
- **JSC** – F. Ismagilov has first rights to return to B-pool ahead of M. Womack (who's rights extend only until all jobs are blue slipped).

7. Drug Testing After Probationary Period:

- **USC** – Have heard that some employees were tested after their probationary period ended.
- **MSC** – Only aware of the 2 E/I employees several months ago. Acknowledge that it was a mistake and apologize.

8. Drug Awareness Communication at Safety Meetings:

- **MSC** – Have additional safety meetings on December 18th and 22nd we would like someone from the Union Standing Committee to attend.
- **USC** – Will coordinate to ensure someone is there.

9. Alcohol Testing:

- **MSC** – Mill will begin administering alcohol testing at the same time a drug test is conducted per the contract agreement. We will be using an oral alcohol test (similar to a swab or litmus test), which will indicate the presence of alcohol over the minimum threshold. If the test is positive, the employee will be immediately referred for a blood alcohol/breathalyzer test for confirmation.
- **USC** – Can you choose whether you want a blood test or the Breathalyzer?
- **MSC** – Will follow-up to determine.

10. A2/A5:

- **JSC** – Have reached an agreement in principle to merge A2/A5. When folding in lube mechanics, they will have A-2 seniority when they become journeyman based on their A-5 seniority.

11. #9 Conversion:

- **MSC** – Conversion will likely take place at the end of January and will affect staffing. Have started job analysis process to reflect addition of #9 to 3,4,5.

12. Last Year's Bid List (Shipping):

- **USC** – Original shipping bid list needs to be used until all jobs included on that bid are filled. This includes any opening that occurred before August 9th. A new bid was posted and should not be used for those openings.
- **MSC** – Ann Fleck/Chad Davis will research this issue to verify the correct bid lists have been used for the appropriate positions.

13. Dental Plan:

- **USC** – Is coverage for major dental work reducing from 80/20 to 50/50?
- **MSC** – No. The standard GP plan offers 50/50 coverage for major dental work, but under the terms of our labor agreement, major work is still covered at 80/20 (with the exception of orthodontia which is 50/50). If employees are reviewing coverages listed on-line, there may be some confusion, as the standard GP plans are frequently the ones outlined.

14. Probationary Representation:

- **USC** – Probationary language has been modified in the last 4 contracts. Union is concerned about representation and wants to provide representation for situations other than termination cases.
- **MSC** – Doesn't think during probation there is a contractual obligation to bring in a steward, but acknowledges it's good business. Company may choose to not bring in union in all cases.

15. Hourly Performance Feedback Process:

- **MSC** – Have gathered feedback from several groups of salaried/hourly employees. Will begin piloting the process in 5 areas in the mill during December. Meeting with supervisors from those areas to provide training and review the process this week. Plan to roll out to the mill in January.

16. Contract Addendum:

- **MSC** – Shared final draft of updated contract addendum.
- **JSC** – Will review final draft.

17. Extra-Work Call-in List:

- **MSC** – Upgrade to the proposed electronic process on EPSS will not occur until after the first of the years due to shortage of resources.

18. Out of Bargaining Unit:

- **MSC** – All employees over the out-of-bargaining unit hours have returned to their positions with the exception of one in shipping/unitizing.
- **USC** – Employee needs to return bargaining unit position by Monday, 11/24, or the union will need to assess who moves above the individual in seniority.
- **MSC** – Will ensure employee returns to position on Monday

19. Probationary Extension:

- **JSC** – Agreed to extend employee's transfer probationary period by 2 weeks due to the need for employee to take emergency vacation during that period of time.

20. Safety Concerns:

- **USC** – Raised safety concerns in a Council meeting a couple of months ago and saw some improvements made. However, we are starting to see some issues that raise safety concerns again. Concerned that people are being moved up beyond current capabilities, issue with the lights going out in #6 Converting while people are working in the area, storage of paper, etc. Union is concerned that the company is so focused on #6 that we are not making good decisions regarding safety. Safety needs to be first and we all need to lead by example. Do see some areas with good safety, i.e. Folded Converting.
- **MSC** – Agree that safety is a priority.

21. Overtime Scheduling:

- **MSC** – Scheduler’s committee referred issue to the Standing Committee. Question is regarding whose responsibility it is to check the work schedule – the employee’s or the company’s. For example, we have had several recent situations where employees have been scheduled for overtime, but call in sick, call in personal business, or are scheduled off for day at a time vacation days (which are not protected) and don’t check the schedule, so fail to show up when they are scheduled for overtime. Had they not “called in” they would have had the opportunity to see the schedule, but since they were not here, did not check the schedule. In some cases, management has had the clock room call the employee, but they have still not come in for the overtime.
- **USC** – It is the employee’s responsibility to check the schedule. If an employee calls in, they should have the clock room check the schedule for them. If management makes a change to the schedule and knows that the employee will not see the schedule because they are not scheduled to be in the mill, they should contact the employee to let them know of the schedule change.

22. Missed Overtime Opportunity:

- **MSC** - Scheduler’s committee referred issue to the Standing Committee. When an employee is scheduled for a meeting and would have been scheduled for overtime the night before (because they were the mate), how is the pay handled for that employee? Would they be made whole for the missed overtime and/or paid for the meeting time?
- **JSC** – Employee should not be compensated for both. First priority is to keep the equipment running so if there is no coverage available, the employee should work their regular position. If coverage is available and the employee is scheduled to attend a meeting for business needs or union needs and the employee misses an opportunity for overtime, the overtime opportunity is lost. The employee is only compensated for the meeting time, not both.

Next meeting: Thursday, December 18, 2003

Next Wauna Council Meeting: Wednesday, December 17, 2003



Larry Reardon
 For the Union _____
 Date

Kathy Ann 11-26-03
 For Management _____
 Date