

# JOINT STANDING COMMITTEE MEETING MINUTES

November 20, 2002

## Present:

USC – Larry Reandeau, Ram Manthe, Claude Weaver

MSC – Keith Larson, Jim Lepin, Frank Walsh, Scott Beckstrom, Chad Davis

## Agenda:

1. Grievances: 02-31, 02-32, 02-33, 02-34, 02-35, 02-36, 02-37, 02-38
2. Award Dinners
3. Retirement Vacation Pay
4. Lubrication Mechanics Package
5. Railcar Movement
6. Additional Time Out of Bargaining Unit
7. Salvage Job
8. Yard Positions to Fill
9. Keith Wright
10. Transfer to #6 Maintenance
11. Selection Process - Maintenance
12. Instrumentation Apprentice Bid Posting
13. 3, 4 and 5 Utility Operator Posting
14. Relief Vacations - Shipping
15. Product Quality Technician
16. Converting Training
17. PM4 Bids
18. PM4 Posting
19. Box Facial Schedule
20. Seniority List
21. Vacation Donation Request Form
22. Shoe Inserts – Memorandum of Agreement
23. Kraft Mill Progression Ladder

## 1. Grievances:

### 02-31: Qualified A-2 Package Employees - Overtime

- USC – Labor pool worked OT – roofing repair job.
- MSC – Recognize OT should have first been offered to area maintenance and then could have gone to labor pool employees.
- USC – Agrees to take back to shop steward to resolve pay.

### 02- 32: Johnson, et-al Contracted Job

- USC – Asking to hold timely and to send back to first step to resolve with the department.
- MSC – Agreed.

### 02-33: R. Davis and P. Keller – Failure to Provide Work

- USC – Send back to shop steward. Requests to hold timely.
- MSC – Agreed.

### **02-34: Local 8-1097 Coordination of Benefits**

- USC – Requests to hold timely and needs a copy of Memorandum of Agreement for changing insurance providers and a 3<sup>rd</sup> step answer.
- MSC – Will prepare answer.

### **02-35: Local 8-1097 – #6 PM Staffing**

- USC – The meeting with the employee concerning their performance assessment from the discussion at the 3<sup>rd</sup> step meeting on 11/07/02 is not what was expected – expected actual scores from assessment.
- MSC – Never said management would give the breakdown of scores or the names of the individual raters but agreed to provide information to any employee who bid on the jobs and wants to know how they were rated.

### **02-36: G. Benthin Denied Bid**

- USC – Requests to see the results from the Interview Board. Has concerns about the number of interviewers and final consensus. Concerned that the interview process is being deviated from the structured process.
- MSC – Interview Board members will not know the test scores prior to the interview. HR has met with Maintenance and is comfortable that the testing/interview process is being properly administered and followed.
- USC – Must an employee wait two years to re-apply for the Electrician Apprenticeship position.
- MSC – Yes.
- USC – Requests clarification about re-interviewing employees.
- MSC – Will investigate and get back to USC.

### **02-37: Brownstock Millwright Crew – Change in Scope of Contract Job**

- USC – Request to hold timely and to send back to shop steward for investigation.
- MSC – Agreed.

### **02-38: S. Ackerly and L. Rice – Rate of Pay**

- USC – Laborers get Oiler-helper rate when working that job. Requests to make grievants whole.
- MSC – It is not the department that laborer is working in that dictates pay. It is the actual work being performed. This work is laborer work.
- USC – Laborers in the past working in this department have been paid the Oiler-helper rate. The bottom rate of pay in the Oiler Department is Oiler-helper rate. There is no “laborer” rate in the A-5 package. When labor pool is assigned to a department they get the rate of the bottom job in that department. Changing filters is Oiler-helper job duties.
- MSC – Need to research and get back to USC.

## **2. Award Dinners**

- USC – Requested Gift Certificates for employees for convenience.
- MSC – We will try to be more accommodating to employees but feel that gift certificates would defeat the purpose.

### **3. Retirement Vacation Pay**

- USC – Backing out of your vacation pay. Employees would be paid for their vacations in 2-week periods along with their regular paycheck before retirement date. Accounting is not aware of it. Union will make exception to receiving vacation pay while working as long as the employee is retiring. They cannot change their mind.
- MSC – Will discuss with payroll.

### **4. Lubrication Mechanics Package**

- MSC – Wants to implement the package.
- USC – Memorandum of Agreement signed during meeting (see attached).

### **5. Railcar Movement**

- MSC – Tugboat crew will have primary responsibility for moving railcars. MSG will have secondary responsibility.
- USC – Questioned this decision and still believes that MSG should be the first priority.

### **6. Additional Time Out of Bargaining Unit**

- MSC – Requesting additional time for employee being out of the bargaining unit over hours (Barry Repman).
- USC: Agreed to the extension through next May's annual shutdown.

### **7. Salvage Job**

- USC – Employee needs memo in writing confirming his grandfather rights to MSG.
- MSC – Will get it done.

### **8. Yard Positions to Fill**

- USC – Need to follow up with posting.
- MSC – To be reviewed.

### **9. Keith Wright**

- USC – Employee was by-passed for #6 bid because of PM limitations. What are his future rights if a successful bidder decides he does not want the job?
- MSC – Keith Wright retains seniority eligibility. Keith was not offered the job because of PM limitations. Maximum of 4 from top 3 positions on Nos. 1,2,4 PM.

### **10. Transfer to #6 - Maintenance**

- USC – Requesting bid-posting transfers for #6 back fill openings.
- MSC – For #6 we are not using the transfer procedure. We will use the transfer process for all other maintenance positions with exceptions.

### **11. Selection Process - Maintenance**

- USC – There are employees in the mill that need to be considered for journeyman vacancies.
- MSC – Case by case basis for evaluating each who bids for a journeyman job.

### **12. Instrumentation Apprentice Bid Posting**

- USC – Posting initially was for an Electrical Apprentice then midway through posting Instrumentation was added to the bid.
- MSC – Will re-post Instrumentation Apprentice position for 14 days.

### **13. 3, 4 and 5 Utility Posting**

- USC –Posting was incorrectly listed as “Utility Operator PRC”.
- MSC – Will re-post for “Utility Operator for 3,4 and 5” for 14 days.

**14. Relief Vacations - Shipping**

- USC –Issues with vacation scheduling.
- MSC – Need to discuss with department manager.

**15. Product Quality Technician**

- MSC – Job description passed out.

**16. Converting Training**

- USC – Concerned about relief employees training in Converting. Suggests that a full crew come in and train on their day off.
- MSC – Will discuss with Tim Winn and Craig Puzey.

**17. PM4 Bids**

- USC – Consider hiring people with PM experience from other paper mills (i.e. Port Townsend).
- MSC – We will analyze Employment Services referral process.

**18. PM4 Posting**

- USC – Current bid list has been exhausted. Re-post the bid for 14 days, then company may assign new hires to PM4.
- Agreed.

**19. Box Facial Schedule**

- MSC – Will be scheduled for 3 – 8 hour days beginning the week of 11/25.

**20. Seniority List**

- MSC – Handed out for review and corrections.

**21. Vacation Donation Request Form**

- MSC – Handed out revised form.
- USC – Approved (see attached).

**22. Shoe Inserts – Memorandum of Agreement**

- USC – Signed (see attached).

**23. Kraft Mill Progression Ladder**

- MSC – Frank Walsh will re-evaluate progression proposal submitted by the Union.

*Next meeting: **Wednesday, December 18, 2002.***

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For the Union

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Date

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For Management

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Date