

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**November 29, 2000**

## **Present:**

**USC** – Larry Reandeau, Dan Duvall, Mike Bouse, Roland Lee, Rick Erickson, John Gorley, George Brajcich

**MSC** – Joe Hertig, Will Laport, Scott Beckstrom, Greg McCallister

**SCRIBE** - Jeremy Burnett

## **Agenda:**

1. Grievances: 00-17, 00-22, 00-23, 00-24, 00-25, 00-26, 00-27, 00-28
2. Tobacco Committee Update
3. Lubrication Merger with A-2
4. Shift Millwright Relief – Change in Guidelines
5. E&I Safety Rule Update
6. Box Facial Schedule
7. Napkin Schedule: Christmas Week
8. MSG - Crane Operator Rate
9. Extended Training Time - Converting
10. H.H.T. Staffing Rotation
11. Coremaker Staffing
12. Seniority Lists
13. Job Placement for Employee with Restrictions
14. Status of Employee on S&A
15. MSG Over Time & Call Time Clarification
16. Electrical Licenses
17. Woodmill Employee Seniority Issue
18. Shift Trades/Seniority
19. W-2 Forms
20. Hot Meals

## **1. Grievances:**

### **00-17: Seniority Move/O.T.**

- **USC** – Withdraws the grievance.

### **00-22: Discipline – Behavior**

- **MSC** – Safety issues in the Steam Plant are being focused on. Management is working with operations in regard to safety, i.e. lock-out points.
- **USC** – Is there a member from the Mechanics' Committee helping with this?
- **MSC** – Yes, whenever possible. Also, the employee's letter of discussion has been pulled.
- **USC** – A handwritten lock-out should happen only once for a particular job. After that it should be typed.
- **MSC** – Handwritten is used only on onetime jobs or very infrequent jobs.
- **USC** – There needs to be improvement to the programs to allow better lock-out sheets.
- **MSC** – SAC is working on this.

### **00-23: Discipline – Lock-Out/Tag-Out**

- **MSC** – The employee was talked to several times on lock-out. Thus a written reprimand was given on this violation.
- **USC** – Asks to have the reprimand reduced to a letter of discussion. Also concerned about inconsistencies.
- **MSC** – The protocol for violation of hard lock-out was made clear in August and there shouldn't be any inconsistencies in the actions of this violation.
- **USC** – Withdraws the grievance.

### **00-24: Scheduling/Vacation Denied**

- **MSC** – Complaint on excessive overtime. Vacations of supervisors shouldn't negatively impact union employees. This wasn't the case in this issue.
- **USC** – Withdraws grievance based upon timeliness of vacation request.

### **00-25: Worker's Comp vs. S&A Pay**

- **MSC** – All but a few medical bills are paid. Problem is all the medical issues got assigned to "work related". Since it is assigned to work related doctors can't send to collection agency. They have to wait until the case is settled. Regarding the S&A issue – no good or rational reason for the 50% rule. When waiting for worker's comp. Information S&A will be paid in full. Remember S&A is taxable, worker's comp. isn't. Therefore, if you collect S&A and it is transferred to worker's comp. the gross amount paid will be recovered from the employee, plus the employer paid portion of FICA taxes.
- **USC** – Letters need to be sent to doctors for employees with this issue.
- **MSC** – Will have D. Kent do this.
- **USC** – Grievance is resolved.

### **00-26: Outside Contracting**

- **USC** – The job wasn't properly proposed to the crew about the contracting.
- **MSC** – Due to other jobs and the scope of this job it wasn't possible to commit crew to this job. The crew and Mechanic's Committee were notified before the job began. This project needed to be completed in 2000. Only way to do this was to contract it out.
- **USC** – Need the dates for when the job was bid on. If it was after the notification date there is no problem. The crew reviewed it on September 21<sup>st</sup>. If bid before notification, then we need resolution.
- **MSC** – Will respond next month.

### **00-27: Moving of Surcharge Material**

- **USC** – Surcharging wasn't approved by the Maintenance Committee. Stock piling sand is the MSG's responsibility.
- **MSC** – Came as a suggestion from the MSG. It was also discussed at the Mechanic's Committee the week before. The scope is the same. It doesn't matter if it is from point A + B or point A to C.
- **USC** – Need to involve crews of work being done.
- **MSC** – We do not hire contractors to haul sand to the landfill. The scope hasn't changed. Sand was taken to the surcharge area because of #6 and then had to be moved away.
- **USC** – After the October 27<sup>th</sup> end date, it should be MSG's responsibility.
- **MSC** – Any future sand removal will go through the Mechanic's Committee.

### **00-28 Kraft Mill Schedule Change for Utility**

- **USC** – KM has allowed a floating start as long as they worked 8 hours. Supervision said there is now a start time. Not all Utilities were told or followed this schedule. It needs to go through the proper channels to change the schedule. Employee is also entitled to overtime for the extra ½ hour overtime those days.
- **MSC** – Will pay 2 hours overtime. Grievance resolved.

## **2. Tobacco Committee Update – J. Svenson**

- **MSC** – John Svenson submitted recommendations (attached).
- **MSC** – Need to be sure we phase in the rules/requirements for chewing tobacco. Need to enforce the current rules in regard to smoking and chewing. Need to have the committee develop an action plan.
- **USC** – Need to find information for the people that chew.
- **MSC** – There are lots of programs out there, we will look into them.

## **3. Lubrication Merger with A-2**

- **USC** – Bring the Oilers into the A-2 package, Lubrication Mechanics being the trade.
- **MSC** – This process is to develop the framework for the Oilers to have the options to go to A-2.
- **USC** – We are requesting waivers for the 2 Oilers with 20 & 24 years experience if they want to go to the A-2 package. This doesn't eliminate the A-5 package. There will need to be both.
- **MSC** – The Oilers now could be grandfathered A-5 until they choose to go to A-2. All new hires for an Oiler position would have to go through A-2.
- **USC** – It wouldn't be worth the Oilers time if they don't credit for past work, and are not able to reach the Journeyman Level.
- **MSC** – Once you reach A-2 status you would be progressing to the Journeyman level. The transition to this hasn't been determined. The plan presented is just for current Oilers and the choice to go to A-2 or stay in A-5 would be theirs. All new Oilers would have to progress to A-2 status.
- **USC** – Agrees.
- **MSC** – Will need to have additional discussions to clarify expectations of what was negotiated.

## **4. Shift Millwright Relief – Change in Guidelines**

- **MSC** – Submitted proposed guidelines. Proposed to put the posting up in December with these new guidelines. It has been reviewed with the crews. (attached)

## **5. E&I Safety Rule Update**

- **MSC** – Revised Section IB4. Shared with crews. (attached)

## **6. Box Facial Schedule**

- **MSC** – Reviewed tentative operating plans for next month and reduction to 1 crew.

## **7. Napkin Schedule: Christmas Week**

- **MSC** – Shared preliminary Christmas Operations Plans. These could change.

## **8. MSG – Crane Operator Rate**

- **MSC** – Will increase Senior Equipment Operator Rate to \$20.55 for those qualified as Crane Operators. Will make retro back to April 1<sup>st</sup>. (attached)

## **9. Extended Training Time – Converting**

- **MSC** – Will extend training time for 60 days for 1 employee, and 3 weeks (until 12/22) for another to insure that training on the equipment is complete.
- **USC** – No Issues

#### **10. H.H.T. Staffing Rotation**

- **USC** – Issue resolved.

#### **11. Coremaker Staffing**

- **MSC** – Will not change the way we cover vacations since there are no seniority issues (pay) related.

#### **12. Seniority Lists**

- **MSC** – Handed out current list.

#### **13. Job Placement for Employee with Restrictions**

- **MSC** – Employee falls under ADA and has few job opportunities available. The employee believes she can do the Tissue Analyst job and has bid on it. She was #16, but the company proposes moving her to the top of the list.
- **USC** – Concerned about its impact on seniority system in the mill. The union has a negotiated seniority system. Union needs to comply with negotiated seniority system and not support this.

#### **14. Status of Employee on S&A**

- **MSC** – Employee exhausted his 52 weeks of S&A benefits. His employment will be terminated effective 11/30/00 due to his inability to work in the mill. He will get all benefits due him up to the date of termination.

#### **15. MSG – Over Time and Call Time Clarification**

- **MSC** – Reviewed guidelines in MSG group. (attached)

#### **16. Electrical Licenses**

- **MSC** – Issue is timeliness of licensing. Impractical to do on an individual basis. Better to do as a batch. Will work with training contractor to address timeliness issue.
- **USC** – If it is not timely, then the Electrician will lose his license and need to start from scratch. Particularly a problem with the “A Wireman” license.
- **MSC** – We will not change the way we do licenses.

#### **17. Woodmill Employee Seniority Issue**

- **USC** – The issue has been clarified.

#### **18. Shift Trades/Seniority**

- **USC** – Need a millwide trade form. Trade is for position and not based upon seniority.
- **MSC** – We’ll get the trade form for the Scheduler’s Meeting.

#### **19. W-2 Forms**

- **MSC** – Employees will get these by the required deadline. Will check into 1998 Social Security Earnings issue.

**20. Hot Meals**

- **MSC** – Tough to obtain hot meals in a timely and practical manner. If the union can help find a way to get them, let us know. There are also T.V. meals available.
- **USC** – Just need to make an attempt on day shift to get hot meals.
- **MSC** – We will work with people to the extent practicable.

**21. Frozen Employees**

- **USC** – Issue is process for freezing employees.
- **MSC** – Agrees with issue.
- **USC** – Have three employees in question.
- **MSC** – **Joe** will follow-up.

*Next Meeting:                      Wednesday December 20, 2000*

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for the Union

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Date

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for Management

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Date