

JOINT STANDING COMMITTEE MEETING MINUTES

December 12, 2003

Present:

USC – Ron Jones, Leroy Crabb, Ram Manthe, Larry Reandeau, Paul Burgher, George Brajcich

MSC – Keith Larson, Chad Davis, Tom McGuigan, Craig Puzey

JSC = Both

Agenda:

1. Grievances: 03-28, 03-35, A03-06
2. Job Analysis
3. A2 – A5
4. Safety Meetings/Drug Awareness
5. Third Party Physicians
6. Pulp Dryer Closure Bump Rights

1. Grievances

03-28 Wage Rate

- **MSC** – Grievance still on hold – waiting for a decision from Job Analysis directors.

03-35

- **USC** – The Joint Standing Committees discussed this job during the last Standing Committee meeting. Formerly, this job was an 8-hr. 5-day/week position. Two employees were filling this position on a 12-hour basis in order to handle the additional #6 supplies coming into the mill. It was suggested that this job be changed to a 12 hr. compressed job to better fit the present business needs and cut down on overtime costs. The Union agreed with the understanding that this would be a permanent change. Now we are told this was only a temporary change. If we had been told this was to be temporary, we would never have agreed to the change in the first place.
- **MSC** – Will follow-up with department managers and notify Union of changes going forward.

A03-06 Appeal of Termination

- **USC** – Employee has met Company's request and USC is asking to reinstate employee and continue medical coverage.
- **MSC** – Employee's benefits will be continued only for EAP services and treatment associated with rehabilitation. Employee is still terminated and the Company will consider reinstate the employee when he can demonstrate he has met all obligations/treatment in EAP.

2. Job Analysis

- **MSC** – Napkins: Main Floor and Annex scheduled for 1/6/2004

3. A5 – A2

- **JSC** – Agreement to take effect 1/12/2004 – see attached.

4. Safety Meetings/Drug Awareness

- **JSC** – Confirmed USC schedules and involvement in upcoming meetings.

5. Third Party Physicians

- **USC** – What is the criteria for sending an employee to the physician for an assessment.
- **MSC** – Document what is impacting the employee's job/performance.
- **USC** – Employees have the right to have Union representation at Medical assessments. Union is supportive of the process and the physician being used.
- **MSC** – Employee has the right to representation.
- **JSC** – When an employee is scheduled to meet with the doctor they still have rights to their confidentiality and do not have to have Union representative present.
- **USC** – Requested a process to follow when the Company refers an employee to the company physician for a medical assessment. Employee needs to be made whole for any missed work.
- **MSC** – This will be determined on a case by case basis.

6. Pulp Dryer Closure Bump Rights

- **MSC** – Utilities Jr. Assistant position requires five (5) months of training and proposes to exclude from the bumpable pool.
- **USC** – Does not agree.
- **JSC** – Utilities Jr. Assistant is a bumpable position
- **USC** – Wood Processing Pool should be listed as a bumpable job.
- **MSC** – Will follow-up with Wood Processing Pool and identify employee/position that can be bumped and communicate to eligible employees from the Pulp Dryer.
- **USC** – Employees with less than 1-year progression ladder seniority in the Pulp Dryer have the option to bump or go back to their previous Blue Slip job.
- **MSC** – Agreed.
- **MSC** – Employees displaced because of bumping will go to the Labor Pool unless they have been in their job for less than one (1) year and have rights back to their former job.
- **JSC** – Employees displaced by (10) Pulp Dryer employees follow contract J2C, Page 32.
- **MSC** – Note: Upon further review of the Wood Processing Pool, it was determined that there are no bumpable jobs in this area.

The Joint Standing Committee thanks Chad Davis, Jim Lepin and Leroy Crabb for their contributions, and welcomes Tom McGuigan and George Brajcich.

*Next meeting: **Wednesday, January 21, 2004***

For the Union

Date

For Management

Date