

JOINT STANDING COMMITTEE MEETING MINUTES

December 14, 2005

Present:

USC – Rick Erickson, Ron Jones, Ram Manthe, George Brajcich, Paul Burgher, Curt Ollila

MSC – Ann Fleck, Shawn Wood, Scott Beckstrom, John Geritz

JSC – Both

Agenda:

1. Grievances – 05-16, 05-19, 05-20, 05-21, 05-22, 05-23, 05-24, 05-25, 05-26, 05-27, 05-28
2. Safety Coordinator
3. Labor Pool Issues
4. Christmas Holidays
5. 16-Hour Rule Reminder
6. Light Duty
7. Leave of Absence for the Holidays
8. 1&2 Paper Machine Ladder Changes
9. Job Bids

05-16: Clarification:

- **MSC** – Once a schedule is finalized it's final. Floating holidays and vacations may not be cancelled after the final is posted. If people want to give away overtime or swap crews paperwork must be completed, turned in, and approved by the appropriate supervisor/manager, not a set-up person. Vacancies that occur after the final schedule is posted will be filled based on the appropriate department policies, but overtime in the final schedule will be worked as scheduled.

05-19, 05-20, 05-21 Beach, Shops and Tools Access

- **USC** – Will be referring to 4th Step.

05-22 & 05-23: Contracting Out Maintenance Work

- **MSC** – It is management's right to determine staffing levels in the organization. We have been in the process of evaluating what the correct levels are in light of the new equipment that has been added, equipment that may be leaving, and the attrition that has actually occurred.
- **MSC** – Based on the current information, we have approval to hire 6 employees. We are in the process of making offers now.
- **USC** – We believe that we have 9 maintenance vacancies from employees that we have lost and want all of them replaced. We also want to know how many apprentices will be added.
- **MSC** – There is some question whether or not 9 is the correct number. We are currently hiring 6 and will reassess staffing levels again after they are on board and we have a more confirmed idea of how many people are actually leaving after the first of the year versus are just talking about leaving. We do not hire until after we have an actual vacancy, meaning employees are no longer employed here.
- **USC** – They haven't been hired yet so we will continue to file grievances. Would like to get additional data on vacancies and hold timely.
- **MSC** – Agree to hold timely.

05-24:

- JSC – Resolved.

05-25:

- JSC – Resolved.

05-26:

- JSC - Resolved.

05-27: Maintenance Call-in Procedure - Converting

- JSC – Resolved.

05-28: Inappropriate Discipline

- USC – Would like to hold timely.
- MSC – Agreed.

2. Safety Coordinator

- MSC – Would like to add an additional safety special assignment for the Peer-to-Peer (Behavior Based Safety) program. The position will be posted in EAS. Application packets must be completed and submitted to H.R. by the job bid end date.

3. Labor Pool Issues

- USC – Need to be aware of scheduling, training, seniority, wage rate retention as changes happen in the mill.

4. Christmas Holidays

- MSC – This is the current plans for the upcoming holiday.
 - #6 Paper Machine will observe the holidays on December 24th and 25th. Additionally, they will be curtailed on December 26th, starting up on the 27th.
 - ABT will run.
 - Tissue will run.
 - 1,2 & 6 HHT will observe the 24th & 25th holidays
 - #45, 47 & 49 Napkin will run. All others will observe the 24th & 25th holidays.

5. 16-Hour Rule Reminder

- MSC – Employees that work 16 hours must be out for 8 hours before coming back in to work. Employees should inform their supervisor or the Clockroom that they aren't eligible to work if called. Additionally, when folks are determining that call-ins are needed, this needs to be taken into consideration. This applies to all employees in the mill including salaried and contractors.

6. Light Duty

- MSC – In follow-up to a previous question, there is not a specific limit to the amount of time someone can be on light duty. However, the intent is that they would be improving toward returning to work. If someone is not showing improvement or is deemed to be permanently disabled, we would follow the other appropriate processes and not continue indefinite light duty.

7. Leave of Absence for the Holidays

- MSC – We will evaluate allowing additional vacations in the maintenance area, but will not allow leaves of absence.

8. 1&2 Paper Machine Ladder Changes

- MSC – Changes to the 1&2 PM ladder were shared. The 4th hand positions will no longer be associated with a specific machine, but will be a shared position between the machines (with a Jr and Sr 4th hand) similar to the 5th hand position.

9. Job Bids

- MSC – We will hold posting bids until all bumps are complete.

Next Joint Standing Committee Meeting – Wednesday, January 18, 2005

For the Union

Date

For Management

Date