

JOINT STANDING COMMITTEE MEETING MINUTES

December 15, 2004

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Rick Erickson, George Brajcich, Paul Burgher

MSC – Ann Fleck, Scott Beckstrom, Frank Walsh, Tom McGuigan

JSC – Both

Agenda:

1. Grievances – 04-19, 04-20
2. Dependent Grandchildren
3. Utility Trucker - Converting
4. Memorandum of Agreement – Hourly Retiree Medical Insurance
5. Safety Committee Meetings vs. Department Safety Meetings
6. Donated Vacations
7. Holiday Observation - 6 Paper Machine
8. Primary Call-in Numbers
9. Tug Boat Staffing
10. Maintenance Transfer Policy
11. Maintenance Vacancies

04-19:

- **MSC** – Over the course of the year two employees were both moved up an equivalent amount of time. Does not indicate that there is an inconsistency with policy.
- **USC** – Wants it reflected in the minutes that the Union does not technically “approve or disapprove” when the company notifies them that they are changing progression ladders.
- **JSC** – Grievance resolved.

04-20:

- **USC** – Issue is whether or not overtime was scheduled in the right classification.
- **JSC** – It was not clear from the data present if the overtime was scheduled correctly or incorrectly. Will hold timely and review the scheduling data to resolve.

2. Dependent Grandchildren

- **MSC** – Original contract language only allows grandchildren to be dependents if they are adopted by or foster children of the employee. New memorandum of agreement allows grandchildren to be covered by medical insurance if the employee has legal custody. Documentation of legal custody will be required.
- **JSC** – Agreed.

3. Utility Trucker - Converting

- **USC** – Safety meeting talks about 5S’s. Superintendent looked at breakroom and complained about color of stick pins, etc... Approach and communication was poorly delivered and was not received well by crews.
- **MSC** – This was not 5S process. It is our intention to ensure the cleanliness and work efficiency of the mill using the 5S process, but this will be well communicated and employees will be involved in the process.

4. Memorandum of Agreement – Hourly Retiree Medical Insurance

- USC – Proposed language for agreement.
- MSC – Reviewed the proposal with Corporate and received feedback that while they are open to discussing, it is too early in the process. Believe it would be more appropriate to start these discussions in November 2005.
- USC - Believes that this is too late to work, so has talked to Kelly about bringing it up sooner. No new language, just an extension.

5. Safety Committee Meetings vs. Department Safety Meetings

- USC – Believes that participation in Safety Committee Meetings is optional. The Union does support employee participation and believes they should attend as scheduled. The Union may decide to replace the employee on the committee if their attendance is low, but doesn't believe the company should discipline. This is different then the required Department Safety Meetings that all employees are required to attend.
- MSC – Thought this issue was resolved within the department. Will follow-up with the Department Manager.

6. Donated Vacations

- USC – Do donated vacations count toward hours worked for vacation purposes?
- MSC – Will check on this and report back.

7. Holiday Observation - #6 Paper Machine

- MSC – #6 Paper Machine will observe the restricted holidays at Christmas and New Years and curtail on 12/26. Ann will talk to Kay to understand staffing for holidays. We schedule based on normal crews who would have worked if it was a regular day. Will verify with Kay.

8. Primary Call-in Numbers

- USC – Policy was issued by the Company and USC is in agreement of the policy.

9. Tug Boat Staffing

- MSC – Progression ladder will be modified by moving one of the 5 current department relief positions to the Tug Boat ladder as a dedicated relief position. Additionally, will be adding the requirement of having a Tug Operator License to the ladder. Will work with the current 4 relief employees to document any existing grandfather rights. Will freeze current Tug Mate, who does not have a license, to protect his position. Union notified of changes.

10. Maintenance Transfer Policy

- MSC – Old policy had 3 year freeze clause. However, the 3 year rule got in the way of making a move that was good business sense and prevented the company from doing the right move for both company and mechanics. See new policy.
- USC – Thinks it is a good upgrade.

