

STANDING COMMITTEE MEETING MINUTES

December 15, 1999

Present:

USC – Roland Lee, Stuart Potter, Kris Indergard, Dan Duvall, Larry Reandeau, Bill Taylor,
MSC – Keith Larson, Joe Hertig, Shawn Wood, Dan Hickey, Frank Walsh, Mark Schneider

Agenda:

1. Grievances: 99-14, 99-16
2. Payroll Issues
3. Meal Tickets
4. Seniority Lists
5. 4 Night Shifts
6. Compressed Pay Issue
7. Blue Slipping Employees
8. Maintenance Schedules
9. Shift Millwright Relief
10. 16 Hour Rule

1. Grievances:

99-14: Testing for Oilers

- **MSC** - It is in the Contract and was communicated to the Mechanics Committee. Some Union representatives were on both committees. The tests are relevant to the job, and the **MSC** doesn't think anybody's been hurt and wants to continue using the existing process.
- **USC** - Testing changes should go through Standing Committee. **USC** proposes the following:
 1. If it has been more than 15 years since date of hire the full battery of tests will be required, with a minimum score of 7 on the Bennett Mechanical test.
 2. If less than 15 years since date of hire, use scores on original tests. Must score at least 7 on Bennett Mechanical.
- **MSC** - Agrees with this.
- **USC** - Wants to be notified if there are any changes in testing procedures, and have the opportunity for discussion - with this understanding both parties agreed to resolve this issue.

99-16: M. Kaul - Scheduling/Pay

- Settled at 1st Step.

2. Payroll Issues

- **MSC** - The Employee Access System is up and running. 75% of employees have signed up. **USC** raises the questions of whether the system can show the breakdown in pay. Electronic pay vouchers are mailed when they come in. They use to arrive at the Mill on Wednesday, now they are coming in on Thursdays. \$75.00 minimum for manual checks was approved. Shoe allowance is net dollars, not gross dollars.

3. Meal Tickets

- Mace's Rainbow Inn in Cathlamet will be added to our list, and the Woodson Country Grill will be deleted.

4. Seniority Lists

- Copies of the Seniority List, dated December 10, 1999, were distributed to the Union.

5. 4 Night Shifts

- MSC followed up with S. Beckstrom. The schedule was changed. Issue is closed.

6. Compressed Pay Issue

- **J. Hertig** will take the issue to the Scheduling Committee regarding employees who came in 4 hours early on a compressed shift.

7. Blue Slipping Employees

- The individual in question was on two probationary periods, 1 for the Mill and 1 for the Department, because they went directly to Paper Machines and did not go through the Labor Pool. The Department is 60 days probation with 90% pay, and the Mill is 60 days probation with 75% pay. USC questions Blue Slipping to bottom job of 3&4 Paper Machines, which is tough to break into. If they are on Mill probation and they don't make it then they are fired. They might be good workers in other areas. MSC wants to take this into further consideration.

8. Maintenance Schedules

- Letter issued for coverage on New Year's Eve 12/31/99. Assigned Maintenance personnel will be scheduled to work 10:00 p.m. - 6:00 a.m. Maintenance will take volunteers, then assign coverage to those with the lowest seniority.

9. Shift Millwright Relief

- Relief Shift Millwrights cover vacations for Shift Millwrights. The senior relief is asked first. If he can't cover then the 2nd relief is asked. If the 2nd relief is not available then the 3rd relief is assigned. Other areas assign it to the senior relief, and if he can't do it the responsibility is his to go to the second relief or assign it to the 3rd relief. Shawn Wood would like to be consistent in all areas and use the second method. It would also make the process simpler.

10. 16 Hour Rule

- USC handed out notification protocol in the event that some problem caused us to have to work over 16 hours.

USC thanks Joe Hertig for Shop Steward Contract Training.

Next Meeting: Wednesday, January 19, 2000 (Greg McCallister to scribe)

_____ for the Union

_____ Date

_____ for Management

_____ Date