

JOINT STANDING COMMITTEE MEETING MINUTES

December 18, 2001

Present:

USC – Mike Bouse, Larry Reandeau, Claude Weaver, Robert Manthe, Rick Erickson, Leroy Crabb
MSC – Keith Larson, Tim Winn, Jim Lepin, Frank Walsh, Carrie Dittrich

Agenda:

1. Grievances: 01-29, 01-30, 01-38, 01-39, 01-41, 01-42, 01-45, 01-46, 01-47
2. Converting Holiday Scheduling
3. Stores / Purchasing Changes
4. Meal Ticket Restaurants for 2002
5. Kraft Mill Safety Committee
6. Kraft Mill Scheduling / Senior Moves
7. FMLA Issues
8. Oiler to Mechanic Seniority Clarification
9. PQT Progression Ladder Changes
10. CAT Skinners for Repair
11. ATFFH Clarification
12. Retirement / 401(k) Plans
13. Grievance Tracking

1. Grievances:

01-29: Reprimand for Sleeping

- **JSC** – Issue Resolved at 1st Step.

01-30: Utilities Department Scheduling/ What Classification Should the Work Be Assigned To?

- **USC** - Grievance will be taken to 3rd Step.

01-38: Outside Contracting of Welding Work

- **USC** – It was stated that the pipe was contracted out for insurance purposes, but upon investigation, the supervisor said that it was contracted due to time constraints. The pipe had been in the mill for a while and the job needed to get done. Employees still feel they could have done the job.
- **MSC** - Will research. Keep timely.

01-39: Scheduling Overtime Work in Kraft Mill and Bleach Plant

- **MSC** – Managers and HR met with employee on December 12. Agreed to settle issue with senior affected employee and follow up with a meeting with the crew. Would also like to state that this change does not require approval from the Standing Committee.
- **USC** – This was discussed at the Mechanic's Committee Meeting. Both crews disagree with combining the crews. The lists are currently combined but the supervisor ultimately determines whom to call in. This confuses the Clockroom Attendants.
- **MSC** – The supervisor will determine who is called in based upon the needs of the job. We acknowledge the need for information and input; the manager took the input from the December 12th meeting and recognized the need for cross familiarization.

- **MSC** – Who is called in is determined by the skill or job that needs to get done. We realize that people need familiarization, particularly on the day shifts, across the two areas.
- **USC** – The call-in list does not list millwrights by seniority, alphabetically or otherwise. Keep call-in lists separate for the present time.
- **MSC** – Will separate lists until further notice.

01-41: Overtime Given to Employee in Wrong Area (FS instead of BS)

- **MSC** – Employees were assigned to complete the kiln job. It was understood that they needed to continue the work the following day.
- **USC** – The kiln work was done when the employees went home and were again eligible to work at time of call-ins.
- **MSC** – After investigating the information. This was a timing issue. Will compensate - one (1) employee.
- **USC** – Will respond on whom to pay. Grievance resolved.

01-42: ATFFH Denied

- **JSC** – Absence has been excused and employee received floater. Grievance Resolved.

01-45: Verbal Warning for Absenteeism Appears to a Written Reprimand: Use of 1.6% vs. 2.5%

- **MSC** – Clarified that this was a verbal warning but no change to the 1.6% absenteeism rate.
- **USC** – Appealing attendance rate to 3rd Step.

01-46: Medical Costs Offsets

- **USC** – Both plans were to mirror each other at 5% offset. Contacted the former Union President regarding the negotiation of the health care the first time. He understood that the negotiations were for both plans, the memorandum of agreement said plans (plural), meaning both PCN and PPO.
- **MSC** – Disagree, the PCN was a national plan across the company so the first 5% was to be absorbed by the Company. Unlike the PCN plan, the PPO plan was a stand-alone plan specific to Local 8-1097 only and not included in the 5% cost increase offset.
- **USC** – Would like to note that in our past negotiations of pensions, JSC was able to resolve locally.
- **MSC** – Can consider, however this issue is likely to be dealt with on a corporate level.

01-47: Attendance Policy

- **USC** – There should not be an issue with the timeliness of this grievance. Disagree with 1.6%.
- **MSC** – Announced for 1-2 months in various meetings before the active date of the policy on September 1, 2001. Presented data and informed JSC at May 16, June 20, and July 20 JSC meetings and held a special meeting at the Union Hall on August 6, before implementing this work rule revision on September 1. If Union wanted to grieve the rule, it should have done so within 30 days of September 1 so it is not timely. Company has the right to make the change.

Other:

2. Converting Holiday Scheduling

- **MSC** – Preliminary department schedule available Wednesday.
- **USC** – Can a qualified person who is curtailed work for someone who does not want to work over the holiday without using a personal floater? It could be considered a swap and an on-shift move-up.
- **MSC** – In the past, we offered this opportunity, until it was indicated as poor business practice. Now it would be considered reasonable as long as a qualified person was swapping with them and

the machine is fully staffed. There will be a list of displaced employees and there will be the opportunity to go through the list by seniority.

- **JSC** – Will only be offered on a trial basis for December 24, 25, and January 1, 2002 and the re-evaluated.

3. Stores/Purchasing Changes

- **Linda Raynor** – Requisitions are done by one person, purchase orders by another, and receiving is done by another person, all hourly personnel. Auditors had no problem with this process in the past. The Records Coordinator does orders now, but since we removed the third person in this area they have not been as timely. Job Analysis of 10/21/97 includes P.O.'s. Having stores process most of the purchasing functions was not a problem for past Controllers.
- **MSC** – Management met with Stores / Records coordinator and supervisor to review the changes. Will also meet with the Controller and then with the Stores crew. The Controller is still making a strong case for the separation of functions due to control issues and other things.
- **USC** – We don't want to lose Local 8-1097 work to salaried staff.
- **MSC** – No changes will take place until after January 1st.
- **USC** – Also, we have labor pool employees working constantly in Stores. Need to add permanent positions if there are people doing those duties for more than six months. It is way past the summer vacation replacement deadline.

4. Meal Ticket Restaurants for 2002

- **JSC** – Take off the Pantry and replace it with Myong's Seoul Food. Take off Mace's Rainbow Inn and replace it with Peng's Chinese.

5. Kraft Mill Safety Committee

- **USC** – Do not want the supervisor to nominate and process the election for the Kraft Mill Safety Committee elections.
- **MSC** – The supervisor is just compiling the nominees on a list and distributing the information. The nominations are for one PSM employee, one Pulp Dryer employee and three Kraft Mill employees. The supervisor was approached by the department SAC member about possibly taking over the coordinating of this election as well as serving as the chair.
- **USC** – Let the SAC member coordinate the election instead of the supervisor.
- **MSC** – Agreed.

6. Kraft Mill Scheduling / Sr. Moves

- **USC** – Read contract. If on special assignment, no senior moves need to be made up the entire ladder. Right now, there is a lot of bouncing around crew to crew.
- **MSC** – The senior moves for the Kraft Mill schedule are being done on a week-by-week basis. They are being moved because of employees on S & A and special projects.
- **USC** – Could the employees stay in the move-up position until the missing employees return?
- **MSC** – Policy is to make senior move-ups.
- **JSC** – The Kraft Mill schedule is correct.

7. FMLA Issues

- **USC** – There are rumors that people will be terminated when they miss 3 – 6 days after their 12 weeks of FMLA are depleted. There was a prior commitment to look at this issue on a case-by-case basis.

- **MSC** – Our mill adheres to the federal and state FMLA policy and regulations. If an employee has used all of their allotted FMLA for the year, they are subject to the attendance program. Special issues will always be evaluated on a case-by-case basis. Need more specifics to address.
- **USC** – Will investigate this matter.

8. Oiler to Mechanic Seniority Clarification

- **USC** – Clarification that the two Oilers who moved to Apprentices have two years from the date of assignment to complete their bookwork/apprenticeship.
- **MSC** – Agree.

9. PQT Progression Ladder Changes

- **MSC** – Response from Manager distributed.
- **USC** – Will review information.

10. CAT Skinners for Repair

- **USC** – Why do CAT drivers have to clean up their machines before the machines will be repaired?
- **MSC** – Has the supervisor been approached on this issue?
- **USC** – Yes, and she talked to the former supervisor who said it was past practice. Utility employees could do the clean-up work – they already help around the shop.
- **MSC** – Will research and respond.

11. ATFFH Clarification

- **USC** – Would like to clarify “bonafide reason”. See 1995 Negotiations Minutes handout.
- **MSC** – Have not had many problems with determining what is a bonafide reason.
- **USC** – Past practice did not require the employee explain every detail of their personal problems if their attendance rate was less than 2.5%. Having good attendance was enough; why bother with a form and all of this?
- **MSC** – There was abuse of the process when people were not specific about their reason for absence. They would ask for the floater, told no and then they would wait until after they called in sick to take the ATFFH. The abuse led to clarifying the policy.
- **USC** – We understand the abuse but would like to get back to the spirit of the agreement. Has this process actually reduced the abuse?
- **MSC** – Yes, our research indicates a reduction in abuse of ATFFH. Will investigate this matter further.

12. Retirement / 401(k) Plans

- **USC** – Request a copy of the new Georgia-Pacific Retirement and 401(k) plans.
- **MSC** – Will request.

13. Grievance Tracking

- **JSC** – Want to number all grievances consecutively. Can add an “A” to grievance numbers for Appeals.

Next Meeting: Wednesday, January 16, 2002

For the Union

Date

For Management

Date