

JOINT STANDING COMMITTEE MEETING MINUTES

December 18, 2002

Present:

USC – Ron Jones, Paul Burgher, Claude Weaver, Leroy Crabb, Ram Manthe, Larry Reandeanu, Rick Erickson

MSC – Keith Larson, Jim Lepin, Scott Beckstrom, Joe Hertig

New members for the Union Standing Committee are Ron Jones and Paul Burgher. The Joint Standing Committee thanks out-going members Claude Weaver and Rick Erickson for their many years of service.

Agenda:

1. Grievances: 02-16, 02-24, 02-32, 02-33, 02-34, 02-35, 02-36, 02-35, 02-35, 02-39
2. 7/8 Job Analysis
3. November 7, 2002 Special Standing Committee Meeting Notes
4. Salvage Yard Return Rights to MSG
5. Union Dues Adjustment
6. Main Floor/Annex Realignment
7. Jones and Burgher Correspondence
8. #9 HHT Rewinder - to TT
9. Pulp Dryer Operations
10. Union Bulletin Boards
11. Vacation Pay (Back-Out at Time of Retirement)
12. Out of Bargaining Unit - Napkins
13. MSG Job Posting
14. Machinist Posting
15. Kraft Mill Progression
16. Napkin (Mate List) Scheduling
17. Employee Retirement
18. Potential Box Facial Volume
19. Oilers/Mechanics
20. PM6 Bids
21. PM4 Rewinder Bid
22. Job Review Sheet
23. Benefits Deductions Frequency in 2003
24. Pulp Test Job
25. Shipping On-Shift Move-Ups
26. Vacation Time Extended by Holidays
27. Magellan EAP Counselor
28. Civil Treatment for Employee

1. Grievances:

02-16 – Process Technicians - Sniff Testing Rate of Pay

- Fourth step on 01/07/03.

02-24 – G. Anderson - Overtime

- Fourth step on 01/07/03.

02-32 – Johnson, et-al - Contracted Job

- Resolved at first step. In the future, the tin shop crew will be the home crew for work in the tin, roofing or sheet metal areas.

02-33: R. Davis and P. Keller – Failure to Provide Work

- USC - Keep timely.

02-34: Local 8-1097 - Coordination of Benefits

- To mediation in 2003.

02-35: Local 8-1097 – #6 PM Staffing

- To mediation in 2003.

02-36: G. Benthin - Denied Bid

- MSC – Have one or two Lube openings coming up. Willing to wave two-year rule and allow employee to interview with new board.
- USC – Would like to have employee at top of list.
- MSC – Wasn't the intent. Will be placed right after George K. Still needs to be successful on interview.
- USC – Agrees and resolved.

02-37: Brownstock Millwright Crew – Change in Scope of Contract Job

- Resolved at first step.

02-38: S. Ackerly and L. Rice – Rate of Pay

- MSC – Will pay helper rate to Ackerly, Rice and Krause through 12/20/02. As of 12/23/02 will pay labor rate and do job analysis retro to 12/23/02. Job does not require Oiler/Mechanic skills. Work may eventually be moved to Operations or some other job.
- USC – No. That is unacceptable. A-2/A-5 do not fall under job analysis, thus doesn't apply. If assigned to Oiler, use the established Helper Oiler rate. If moved to different area, then different issue.
- MSC – Job is only scheduled out of Oilers. S. Sampair has responsibility. Job could be in MSG or other areas. May create a new job classification with analyzed rate effective 12/23/02. These jobs will temporarily be assigned to MSG 12/23/02 and their work directed from there.
- USC – If job assigned to MSG and back pay made up, we will consider the issue resolved.

02-39: #4 Paper Machine

- USC – At the time of discipline not all information was available. At 2:30 a.m. M/C had break and wet strength was removed. Don't believe there was fair and equal discipline applied. Another person was responsible for adding wet strength. Also, paper tester did not indicate problem. Test on shift showed good. Machine Tender was unaware he had a problem. Additives person was not talked to. Alarm on additives screen was disabled. The other people did not get a Letter of Discussion. This is not fair and equitable discipline. Want Letter of Discussion pulled.
- MSC – We could give all three Letters of Discussion.
- USC – You have already dealt with the other people. You can't go back and discipline again.
- MSC – Given the mitigating circumstances, only a Letter of Discussion was given rather than more. Willing to reduce to six months in file.

- **USC** – Cannot accept. Believe all should be treated equally. We will take this grievance to third step.

2. 7/8 Job Analysis

- **MSC** - Job Analysis has been notified that entire Progression Line should have been included. Waiting to hear back. Job descriptions for other two positions have been submitted and are being reviewed.

3. November 7, 2002 Special Standing Committee Meeting Minutes

- **MSC** – See attached.

4. Salvage Yard Return Rights

- **MSC** – Distributed letter.
- **USC** – Agrees.

5. Union Dues Adjustment

- **USC** – Union office staff has spent many hours trying to resolve issues (why money short). If a person is overcharged union dues, union will correct. Doesn't want compensation refunded by the Company. Issue is office costs. Want message (about refunds) clear. Want reimbursement for office expense.
- **MSC** – Union needs to send information to Atlanta, i.e. Ed Harrington about the continuing problem and that the problem needs to be corrected. Should include details (names, amounts, etc.). We will not reimburse union administration for hours worked.
- **USC** – Will bill corporate.

6. Main Floor/Annex Realignment

- **MSC** – Memo from C. Puzey regarding folder reassignments between Annex and Main floor.
- **USC** – Will follow up.

7. Jones and Burgher Correspondence

- **MSC** – Will set up mailbox in HR and also E-mail. R. Manthe also needs E-mail.

8. #9 HHT Rewinder – to TT

- **MSC** – There is a possibility of moving #9 HHT to Tissue. This will raise many issues around crewing if it happens.
- **USC** – Will follow up.

9. Pulp Dryer Operations

- **MSC** – May not need the pulp dryer after PM6 starts up. Will need to look at options for staffing.
- **USC** – Have contract language already.
- **MSC** – Will provide more information as we can.

10. Union Bulletin Boards

- **USC** – Need larger board in Converting clock room. Suggest using area to left of entrance. Needs to be covered (due to wind). Also, Box Facial and HHT need dedicated boards (perhaps in Baler area for both).
- **MSC** – Will follow up.

11. Vacation Pay (Back-Out at Time of Retirement)

- USC – How was “back-out pay” resolved?
- MSC – Will agree to do if person has committed to a date to retire.

12. Out of Bargaining Unit - Napkins

- USC – Have had move-ups for the last two years – issue with hours.
- MSC – Will follow up.

13. MSG Job Posting

- MSC – We don't have opening
- USC – Based on contract you have an opening to be filled.
- MSC – We were supplementing an existing job, not a new job. Need to look at intent. In this case there is a special circumstance. Will select next person off list but the person selected will probably not be out there very much.

14. Machinist Posting

- USC – Should post for Metal Fabricator instead of Machinist.
- MSC – Will respond.

15. Kraft Mill Progression

- USC – What is status?
- MSC – Keith will follow up with Frank.

16. Napkin (Mate List) Scheduling

- USC – Consumer jobs may only be available for part of week. Then when Monday comes around, the jobs we needed (equipment is running). Need to revise mate list as well as crew schedule so the right people are called.
- MSC – Will follow up.

17. Employee Retirements

- USC – Two employees who have retired are still not getting pension checks.
- MSC – Will check.

18. Potential Box Facial Volume

- MSC – May add in 500,000 volume. Currently at 3 crews for 5 days. Would go to 4 crews for 7 days. Will keep advised.

19. Oiler/Mechanics

- MSC – Existing senior Oilers get a two-year credit to mechanics.
- USC – Agrees.

20. PM6 Bids

- MSC – A-Pool jobs. Reviewed final assessments. Operator Adjustor jobs – There are 16 positions but only 15 qualified employees based on current guidelines.
- JSC – Agreed to re-post for 14 days (after offers are extended and number of openings are known) and fill at bottom with senior qualified candidates.

21. PM4 Rewinder Bid

- MSC – Expect to have opening on PM4 Rewinder due to employee going to PM6. However, no contingency bid was posted for Rewinder last August. Want to post PM6 backfill job for 14 days.
- USC – Agrees.

22. Job Review Sheet

- MSC – Handout from Mechanics Committee Charter and contracting out. Page 60 of the contract still applies. This only explains how information/communication should flow.

23. Benefits Deductions Frequency

- MSC – Benefit deductions for 2003 will change slightly. Instead of every paycheck (26), employees will have 24 deductions with two paychecks without any deductions. Total amount is the same.
- USC – New hires may be getting wrong information (26 weeks).

24. Pulp Test Job

- MSC – Pulp test job in Process Testing will be eliminated by end of first quarter 2003.
- USC – Believe bottom four should be given full rights of job elimination.
- MSC – Will review and respond.

25. Shipping On-Shift Move-Ups

- MSC – Shipping employees have requested twelve-week on-shift move-up.
- USC – No problem. Agrees.

26. Vacation Time Extended by Holidays

- MSC – If a person takes vacation time over holidays, vacation days are not extended.

27. Magellan EAP Counselor

- MSC – Will have EAP representative available Friday, 12/20 night shift change if people want to talk.

28. Civil Treatment for Employee

- MSC – Will present three-hour session after January 16 Council meeting for comments and feedback from Union officers.

*Next meeting: **Wednesday, January 15, 2003***

For the Union

Date

For Management

Date