

JOINT STANDING COMMITTEE MEETING MINUTES

December 20, 2000

Present:

USC – Larry Reandeau, Dan Duvall, Mike Bouse, Roland Lee, Rick Erickson, John Gorley, George Brajcich, Claude Weaver,

MSC – Joe Hertig, Will Laport, Scott Beckstrom, Greg McCallister

SCRIBE - Jeremy Burnett

Agenda:

1. Grievances: 00-21, 00-26, 00-29
2. Day-at-a-Time Vacation Extension (Special Circumstances)
3. Granted Time Off - Converting
4. Christmas Operating Schedule
5. Meal Ticket List
6. Safety Conference Pay
7. Scheduling Committee/Policy
8. Tobacco Free Committee
9. Grandfather Rights (#3 Paper Machine) Clarification
10. Grandfather Rights – Restarting Groundwood
11. Wood Processing Ladder
12. Clarification on Grievance # 00-25
13. Trades/Seniority

1. Grievances:

00-21: Scheduling Relief Supervisor

- **MSC** – We will pay the senior person from that crew who was available.

00-26: Outside Contracting

- **MSC** – The purchase order was not released until the job was reviewed by the Mechanic's Committee. This is consistent with past acceptable practices for contracting out notification.
- **USC** – Don't believe it was a temporary overload. Will proceed to 3rd step.

00-29 Contracting out Maintenance Work

- **USC** – Contractor was brought in and no notification was given. Electricians are qualified to work on the inkjets. Refer to A-2, Q.
- **MSC** – No willful intent to circumvent this process, the service technician came in without notice to us.
- **USC** – Doesn't an employee usually work with contractors on site? Contractor pulled out tools thus a violation.
- **MSC** – In an effort to resolve this, we will write a letter to the service company about proper notification of when their technicians are sent to the mill and what the rules are of the mill. We will donate \$30.00 to the charity of the Union's choice. We will also schedule a training session about contract notification and will need Mechanic's Committee's help.
- **USC** – Resolved.

2. Day-at-a-Time Vacation Extension (Special Circumstances)

- **MSC** – An employee wishes to exceed the 1-week limit for day-at-a-time vacation due to a serious illness in his family. Is it possible to use more than a week of day-at-a-time vacation in this case? Should be acceptable if it's related to a FMLA eligible event. Need to find out if FMLA is a requirement or an option. In this case, at this time, we will extend the day-at-a-time vacations to more than 1 week.
- **USC** – Agrees.

3. Granted Time off – Converting

- **MSC** – Need to require employees to trade shifts or take Floating Holidays on holidays instead of Granted Time Off. There are some instances where Granted Time Off can be cost neutral, but this is very challenging to manage.
- **USC** – Why wouldn't you allow employees who are laid off to come in and work?
- **MSC** – Decision is to not make any changes in current requirement.

4. Christmas Operating Schedule (Napkins)

- **MSC** – December 24th & 25th will run #12, #31, and #32. December 26th – 31st will run 9 machines. Box Facial will run 2 crews.

5. Meal Ticket List

- **MSC** – Submitted list. Will be prepared to make recommendations in January.

6. Safety Conference Pay

- **MSC** – We need to find out the intentions on #1&2 Paper Machine in regards to scheduling/pay.
- **USC** – The employees need to be informed ahead of time what is happening.

7. Scheduling Committee/Policy

- **USC** – Scheduling Committee doesn't set policy.
- **MSC** – Agrees.

8. Tobacco Free Committee

- **USC** – Have read the recommendations. Have a request to change the effective date to 4/1/2006. Also want section 4 deleted/changed.
- **MSC** – The contract does require us to designate tobacco use areas.

9. Grandfather Rights (#3 Paper Machine) Clarification

- **MSC** – Employee didn't lose the seniority rights due to the bidding process.

10. Grandfather Rights – Restarting Groundwood

- **MSC** – Can't answer the question if #3 Paper Machine starts up and then closes. Can't answer the question of Grandfathering and other issues ahead of time. Let's deal with this issue when and if it arises.
- **USC** – Agrees.

11. Wood Processing Ladder

- **MSC** – We will review it.

12. Clarification on Grievance # 00-25

- **MSC** – S&A will be paid at 100%. If it is turned to Worker’s Comp. the money will be recovered including applicable taxes. This is effective from November 28th on, and not retroactive.

13. Trades/Seniority

- **MSC** – We will be taking a survey of Converting of their preferences. After Converting gets the results of the survey we’ll bring it back to the **JSC**.

Next Meeting: January 17, 2000

for the Union

Date

for Management

Date