

JOINT STANDING COMMITTEE MEETING MINUTES

February 18, 2004

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Paul Burgher, George Brajcich
MSC – Keith Larson, Ann Fleck, Tom McGuigan, Scott Beckstrom, Frank Walsh
JSC = Both

Agenda:

1. Grievances: 03-28, 04-01, 04-02, 04-03, A04-01
2. Meal Tickets
3. Shift Differential
4. Courtesy Relief
5. Job Rate Retention/#9 HHT
6. #6 PM/ABT
7. #9 T-Rate/Job Analysis
8. Utility Trucker Scheduling
9. Floating Holidays
10. Maintenance Shutdown/Vacation Freeze
11. Seniority Set-up on #6 P.M.
12. New Employee Probationary Period
13. Training Issues
14. #6 Paper Machine Vacations
15. Shift Millwright Assignments
16. Disciplinary Action
17. Bridge Delays
18. Safety Audit

1. Grievances

03-28: Wage Rate

- **USC** – Complete if can accept document from Board, hold until answer from Board. Just want an agreed upon process for the future.

04-01: #6 P.M. Holiday Scheduling

- **JSC** – Waiting to re-schedule again. If Rick is not available Larry will handle.

04-02: Quick Stock Holiday Scheduling

- **JSC** – See 04-01 above.

04-03: Contracting Out Work

- JSC – Settled at 1st Step.

A04-01: Appeal of Suspension

- USC – Will review at Union Meeting to determine if membership would like to pursue further.

2. Meal Tickets

- JSC – Will make the following changes in Meal Ticket restaurants providing new restaurants sign agreement.
 1. Replace Weigant's with Bundy's in Clatskanie
 2. Replace Charlie's with Azteca in Kelso
 3. Replace Haiying's with the Riverview in Cathlamet
 4. Replace Country Village in Longview with El Tapatio in Rainier
 5. Replace Wet Dog with Hong Kong in Astoria

3. Shift Differential

- USC – Reminder – April 1st there will be a new calculation for shift differential.
- MSC – Will bring to next Standing Committee meeting.

4. Courtesy Relief

- USC – Courtesy relief is appreciated and would like to have it continue.
- MSC – If employees feel they are working over or feel there are pay issues, they should contact their supervisors and/or shop steward.

5. Job Rate Retention/#9 HHT

- USC – Per February 19, 2003 JSC minutes – USC position is that “If people are bumped back because of ladder changes they have rate protection.”
- JSC – Agreed. Elimination of job language applies to this situation so rate retention applies to 12 people.

6. #9 T-Rate/Job Analysis:

- JSC – No T-Rate needed in this situation
- USC – Job Analysis needs to be done in 6 months after equipment starts-up, retro to date it starts-up.
- MSC – Official start up targeted for March 4th.

7. #6 P.M./ABT

- USC – Requests Reliefs be filled now.
- MSC – Have started the process of offering Relief positions to successful bidders.

8. Utility Trucker Scheduling:

- MSC – Looked at input. Will not be changing the reporting relationship to Shipping.

9. Floating Holidays:

- JSC – Scheduling for Floating Holidays for day workers scheduled by Mill Seniority up until April 1st. Employees will be allowed to carry-over two (2) floating holidays.

10. Maintenance Shutdown/Vacation Freeze:

- MSC – Maintenance Shutdown has been rescheduled to the week of June 7th. (See memo attached.)

11. Seniority Set-Up on #6 P.M.:

- MSC – Still looking into the issue that was raised at the January Standing Committee Meeting.

12. New Employee Probationary Period

- JSC – Agreed to:
 - Extend probationary period for four (4) rotations
 - Place in Napkins
 - Pair w/ good trainer
 - At end of 60 day period pay Blue Slip of job
 - Still considered in probationary period
 - Minimum of two (2) evaluations during this period of time.

13. B-Pool Relief Probationary Period

- JSC – 10% reduction has been applicable since August 9, 2003. Labor agreement applies to both #6 PM and ABT Converting, the same as the rest of the mill.

14. #6 Paper Machine Vacations

- JSC – vacations will be by seniority sign-up for two weeks then first come, first serve.

15. Shift Millwright Assignments

- MSC – Shared proposed new policy of “assigned/forced” shift reliefs – need right skills and journey-level status with at least one year in mill experience.

16. Disciplinary Action

- MSC – Removed Last Chance Agreement for employee, but not the suspension letter from his file.

17. Bridge Delay

- USC – The bridge closure/delays should not adversely affect employees’ attendance. Need code of how to change.
- MSC – The correct code for this situation is *Code 16 - Late, No Fault*.

18. Safety Audit

- MSC – Discussed Monday’s visit. Corporate safety audit to help us identify opportunities to improve our safety. Team will be asking questions of employees, regarding OSHA processes, etc.
- USC – Rick and Larry will attend.

Next meeting: **Wednesday, March 24, 2004**

For the Union

Date

For Management

Date