

JOINT STANDING COMMITTEE MEETING MINUTES

February 19, 2003

Present:

USC – Ron Jones, Paul Burgher, Leroy Crabb, Ram Manthe, Larry Reandeau, Rick Erickson

MSC – Keith Larson, Will Laport, Craig Puzey, Frank Walsh, Chad Davis

JSC = Both

Agenda:

1. Grievances: 02-24, 02-38, 02-35, 03-03, 03-04, 03-05, 03-06, 03-07, 03-09, 03-10, 03-11, 03-12, 03-14, 03-16, 03-15, 03-17
2. Meal Ticket Restaurant List
3. Floating Holiday Carry-Over
4. Retirement Plan
5. Vacations/Seniority for Employees Transferring to Wauna
6. Safety Shoe Receipts
7. Hwy 30
8. #6 Project Safety Officer
9. Kraft Mill Progression Ladder
10. News Stand
11. Back-Filling for Salaried in Folded Converting
12. Moving #9 HHT out of 1/2/6/9 Ladder
13. #38 Folder
14. Bulletin Boards
15. Extended On-Shift Promotions for Unitizing
16. Hearing Tests
17. Enhanced Military Leave
18. Storeroom
19. Oiler Transfer
20. Cost Reduction Needs

1. Grievances:

02-24 – G. Anderson - Overtime

- **USC** – Came to agreement to offer grievant lost overtime hours. USC wants it documented/confirmed.
- **MSC** – Will do.

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

- **USC** – Agreed that pay would be Helper Oiler until they moved to MSG. USC stated that work has never moved to MSG and Oilers are doing it again.
- **MSC** – Only agreed to pay Helper Oiler rate until December 20, 2002 and pay Laborer rate after that. Did agree to move work assignment to MSG, but also explained that work would probably still be directed by Lube Supervisor. MSC will assign senior bidder and start 60-day training/probation.
- **USC** – Only solves half of the problem. The other half is rate of pay. Wants Helper Oiler rate for employee up to January 14th.
- **MSC** – Not agreed.

GRIEVANCES: 02-35, 03-03, 03-04, 03-05, 03-06, 03-07, 03-09, 03-10, 03-11, 03-12, 03-14, and 03-16

The above Local 8-1097 Grievances will be resolved IF the Company:

1. Conducts a 2nd Performance Assessment on each grievant using, if possible, at least one (1) different evaluator than performed the initial assessment. Names of initial evaluators or new evaluators will not be released to the union.
2. Uses the results of the 2nd Assessment (70%), in combination with the Final Predictor number (30%), to determine if the grievant achieves the required Final Score of 6.3 or higher to be eligible for selection for the appropriate expansion position according to his/her seniority.
3. Evaluates 03-11 grievant's performance in the Groundwood Dept.
4. Provides the Union with Final Scores of the grievants after the 2nd assessment.

The Union agrees that the Company:

1. Will reassess the grievants using the same assessment process and the same weighting methodology for the employee's Final Score.
2. Will assess only the current grievants and that the reassessment will not change the final score of employees who were previously successful or not successful and did not grieve.
3. Will utilize only evaluators who have been trained by Dr. Nowlin and used as primary or secondary evaluators in the initial assessment process.
4. Will be evaluating other employees, in addition to the grievants, who are in similar positions and with whom they are familiar to maintain reliability, consistency and relativity in the process.

03-15

- USC – Resolved by going back to the original bid list.

03-17

- MSC – Just received. Hold timely.

2. Meal Ticket List

- USC – Lost two restaurants in Clatskanie so suggest adding Country Folks Deli and Country Village in Longview.
- MSC – Agreed.

3. Floating Holiday Carry-Over

- USC – Wants to extend option to carry-over 2 floating holidays per year through the end of the contract.
- MSC – Agreed

4. Retirement Plan

- MSC – Retirement plan Summary Plan Description was to be sent to the Union Hall from Atlanta on 2/12/03.

5. Vacations/Seniority for Employees Transferring to Wauna

- USC – Employees from other company facilities who transfer to Wauna normally are allowed to bring their vacations based upon years of service. Vacation sign-ups are based upon Wauna Mill seniority only.
- MSC – Agrees.

6. Safety Shoe Receipts

- USC – Accounting Department turned down a receipt.
- MSC – Will review with Accounting and respond.

7. Hwy 30

- USC - Contractors are turning left on Driscoll Slough Road and not going over the overpass.
- MSC – Will investigate and correct.

8. #6 Project Safety Officer

- USC - During the sealant application on cement pads, employees were exposed and contact couldn't be made with the Project Safety Officer. Contact was made with contract supervision who said it was safe and not harmful which was wrong.
- MSC - A full investigation and report will be made by the SAC.

9. Kraft Mill Progression Ladder

- MSC - Discussed proposal to split off Kiln job as stand alone job with two reliefs. Current Recaust/Kiln Operators who don't want to stay in the Recaust/Kiln position will go down to Senior Brown Stock Assistant. Any employees who are bumped back will have rate protection.
- USC – Need to see the plan in writing with provisions for employee options and choices.

10. News Stand

- USC – Requests newspaper stands at Converting entrance.
- MSC – Will review and respond.

11. Filling for Salaried in Folded Converting

- USC – Due to the absence of a salaried employee + open position + #6 project there was a lot of out of the bargaining unit relief time. USC suggests finding alternative ways to fill, maybe using other salaried reliefs.
- MSC – Will take under advisement.

12. Moving #9 HHT out of 1/2/6/9 Ladder

- MSC - Current view is that the move will drop 22 jobs, but 14 people are bidding out to the #6 Project and other moves yet to happen could easily balance out the remaining eight (8) jobs.
- USC - If people are bumped back because of ladder changes they have rate protection.

13. #38 Folder

- MSC – Will move #38 Folder from Annex classification to Main Floor classification effective March 3, 2003. This is primarily driven by safety and ergonomic rotations to reduce repetitive injuries. Company would red circle bottom four (4) operators effective March 3, 2003. Suggest possibly doing job analysis.
- USC – Will contact Al Lippincott regarding job analysis. The 38 operator has established rate that must continue to be paid.

14. Bulletin Boards

- USC – Questions status of bulletin boards.
- MSC – Craig and Tim will follow up on bulletin boards.

15. Extend On-Shift Promotions for Unitizing

- JSC – Agrees to Unitizing petition to extend on-shift promotions to three (3) weeks.

16. Hearing Tests

- MSC – Contractor, T.K. Group, will bring in a mobile van and test all employees in April. New OSHA standards will cause more hearing loss claims to become recordables.

17. Enhanced Military Leave Policy

- MSC – New corporate policy needs to be reviewed and implemented.
- USC – Needs information.

18. Storeroom

- USC – Employee had a bid in Converting, but it was agreed employee could stay in the Storeroom to help out because of CMMS training. What is status?
- MSC – Will check on status.

19. Oiler Transfer

- MSC – Oilers who want to move to E&I will have to test and interview
- USC – Agreed.

20. Cost Reduction Needs

- Dick Wenger previewed and explained the need for a mill-wide cost reduction emphasis. He will also review at the Wauna Council meeting on Thursday morning and with Maintenance employees Thursday afternoon. Additional meetings will be scheduled by Department Managers, and brain storming efforts will be initiated.

*Next meeting: **Wednesday, March 19, 2003***

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For the Union	Date	For Management	Date