

JOINT STANDING COMMITTEE MEETING MINUTES

February 21, 2001

Present:

USC – Dan Duvall, Mike Bouse, Rick Erickson, George Brajcich, Claude Weaver

MSC – Keith Larson, Joe Hertig, Scott Beckstrom, Will Laport

SCRIBE - Jeremy Burnett

Agenda:

1. Grievances: 01-01, 01-05, 01-07, 01-08
2. #4 Paper Machine Scheduling
3. Tobacco Committee Memo of Understanding
4. Box Facial Scheduling
5. #5 Roll Handling
6. Floating Holiday Carryover
7. Night Shift Differential
8. A-5 to A-2
9. Apprentice Selection Process
10. Wauna Council/David Wu
11. Rights to Chip Test Job
12. Shift Trade Seniority in Converting
13. Mill Bulletin Boards
14. Meal Tickets – Humps/Conestoga
15. Storeroom – 6 Month Rate (Post Job)
16. Woodmill Displacement
17. Retirement Rate
18. Cobra Rates
19. Schedule 56
20. Changes to Labor Agreement
21. Accessibility to SSN's
22. Electrical Apprentice – Test (Protected Classes)
23. Restricted Vacations
24. #3 Paper Machine/Groundwood Vacation
25. Eye-Med
26. Out-of-Bargaining Unit Extension
27. Payroll Deductions

1. Grievances:

01-01: Maintenance Scheduling

- **MSC** – An employee can be moved up on shift out of the bargaining unit and then back into their regularly scheduled job for the remaining part of the shift. For call-in situations at night they will be the last one called from the list to come in. In this case we should have called the rest of the crew first, and will do that in the future.

01-05: Hostler

- USC – Concerned about Hostlers extra duties, i.e. movement of broke, secondary fiber, broke trucks etc.
- MSC – Hostler have their main duties dictated by May Trucking. Anything extra is miniscule compared to their whole job of spotting and locating trailers for loading and shipment.
- USC – Will take this to the third step.

01-07: MSG – Job Jurisdiction

- USC - The hyster wasn't used. USC withdraws grievance.

01-08: S&A Pay

- USC – The employee went to the doctor on 12/26/00. The doctor verified the illness began on 12/23/00. S&A benefits start on the fourth day.
- MSC – Need to be under a doctor's care and that didn't happen until 12/26/00. If they need to go to the emergency room to get doctor's care then they should do that.
- USC – Doesn't the doctor have a say on when the disability began? Doctor's can say whatever they want, but the S&A policy begins when the care is provided.
- USC – Will respond at the next meeting.

2. #4 Paper Machine Scheduling

- MSC – Submitted a proposal for seniority ground rule. Would like this adopted.
- USC – Need to include #3 Paper Machine and have both chairmen sign it. USC agrees with ground rule.

3. Tobacco Committee of Understanding

- MSC – Submitted Memorandum of Agreement for an increase of incentive to quit tobacco use. Should become effective 3/1/01. Will need prior approval.
- USC – No problems, Union will sign. See attached.

4. Box Facial Scheduling

- MSC – Don't know about any extra volume. Hard to schedule and will be down next week. Possible to have more down time.

5. #5 Roll Handling

- USC – Suggests the position be called "Utility".
- MSC – This is an entry-level job. They will do roll handling and other miscellaneous jobs. Also training on the other two positions.
- USC – In Job Analysis we need to show this has gone to a 2 position operator from 3 people.
- MSC – Duties haven't changed.

6. Floating Holiday Carryover

- MSC – Carryover will remain the same as last year. Employees may carryover two (2) Floating Holidays.

7. Night Shift Differential

- MSC – The rates will increase effective 4/1/01. .57 for swing shift, .87 for graveyard shift, and .42 for compressed shifts.

8. A5 – A2

- MSC – Will apply to all but E&I. It will be discussed at the next Mechanic’s Committee.

9. Apprentice Selection Process

- MSC – Submitted the Maintenance Department’s selection process upgrades. Interviewer training will be held February 27th and 28th.

10. Wauna Council/David Wu

- MSC – David Wu will be at the mill from 3:00 – 4:00 p.m. on February 22nd.

11. Rights to Chip Test Job

- MSC – Employee moved-up for vacation coverage. This wasn’t for senior moves. Need to tell the employee that they don’t have seniority rights.

12. Shift Trade Seniority in Converting

- USC – Need clarification from paper machine.
- MSC – Will be discussed at Scheduling Meeting.

13. Mill Bulletin Boards

- USC – 7/8 T.T., lunchroom by clock alley (Converting) and #1&2 Paper Machine are down.
- MSC – We will get them back up.

14. Meal Tickets

- MSC – The Conestoga will honor meal tickets. They will be billed through Hump’s. They will track Conestoga data separately from now on.
- USC – Have the new restaurants been added yet?
- MSC – Contracts have been sent. Will follow-up.

15. Storeroom – 6 Month Rule (Post Job)

- USC – Labor Pool employees are working more than 6 months in this position. This position needs to be posted and filled.
- MSC – Will research and respond.

16. Woodmill Displacement

- MSC – Rate retention is based on 2/14/00.
- USC – Will discuss with employee.

17. Retirement Rate

- MSC – It was entered into the system wrong. We are checking into other employees. The estimates are based on the previous year number (conservative).

18. Cobra Rates

- USC – Dental rates are too high.
- MSC – Previous year’s rates were wrong. The rates are now correct. The insurance company sets the rates.

19. Schedule 56

- USC – Haven't received one in years. Looking for an updated copy.
- MSC – Will respond.

20. Changes to Labor Agreement

- USC – Would like to strike Paragraph 1, Page 66.
- MSC – Agreed.

21. Accessibility to SSN's

- USC – Employees social security numbers are accessible to others on the computer.
- MSC – Will follow up.

22. Electrical Apprentices

- USC – Are tests based on legitimate job skills?
- MSC – Yes.

23. Restricted Vacations

- MSC – May blackout period has been removed.
- USC – Waiting list (mill wide) gets first priority, then first come first serve.
- MSC - Will follow-up.
- USC – What about the June black out?
- MSC – Based on normal criteria – 5 people, then waiting list.

24. #3 Paper Machine/Groundwood Vacation

- USC – How will vacations be handled during the start-up?
- MSC – There will not be vacations during the start-up. Need to schedule a meeting for start-up issues.
- USC – Meeting set for March 6th to discuss issues, see meeting notes attached.

25. Eye-Med

- USC – Costs more to get glasses through Eye-Med than if insurance was used at regular doctor.
- MSC – Give specifics to H.R. and they will follow-up.

26. Out-of Bargaining Unit Extension

- USC – Would like to have an employee who is “Out-of Bargaining Unit” extended 6 months and keep seniority.
- MSC – Agreed.

27. Payroll Deductions for Employee Need

- USC – Asked for a payroll deduction for employees' contributions to employee's family emergency.
- MSC – Don't know how this can be handled for this case and future cases.
- USC – Wauna Federal Credit Union can route personal deductions/withholdings to separate accounts.

Next Meeting: Thursday, March 22, 2001

for the Union

Date

for Management

Date