

JOINT STANDING COMMITTEE MEETING MINUTES

February 23, 2005

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Rick Erickson, George Brajcich, Paul Burgher

MSC – Ann Fleck, Scott Beckstrom, Frank Walsh, Jim Lepin

JSC – Both

Agenda:

1. Grievances – 04-20, 05-02
2. Maintenance Transfer Policy
3. Accident reporting SOP
4. Meal Tickets
5. Towel & Tissue PMs Eye Protection Policy
6. Job Analysis Update
7. Mandatory Safety Meetings
8. Shift Differential
9. Labor Pool
10. #1 & 2 paper Machine Training Program
11. Bump Language
12. Progressive Discipline
13. Labor Pool
14. #5 Paper Machine Extension
15. #4 Paper Machine Seniority
16. Converting Superintendent

04-20: Kraft Mill Scheduling

- **MSC** – Employee did notify management of floating holiday request prior to final schedule. Management recreated the base schedule with no one off. Then, added in 2 vacations and 1 floating holiday and recreated the schedule again. Based on this we ended up with same final schedule.
- **USC** – Moved employee from nights to days and filled overtime on nights. Should have had overtime on shift where it occurred.
- **MSC** – Want to reconstruct entire week by March 4, 2005 and see where everyone ends up.
- **MSC** – Upon reviewing the grievance on 3/2/05, agreed to pay and will schedule accordingly.

05-02: Discipline

- **USC** – Employee on #4 Paper Machine was injured and was disciplined for not wearing two (2) cut resistant gloves. Also, have note from mill manager stating there won't be discipline for near misses.
- **MSC** – This was not a near miss. Employee was injured and the situation is classified as a minor.
- **USC** – Want all safety violations treated the same way regardless of injury or not. Employee was wearing one (1) glove based on 4th Hand training book.

- **MSC** – The department safety rules were reviewed in March 2004 and cut resistant glove policy was reviewed in January 2005. The individual involved was present at each of these safety meetings. Both policies state clearly that two (2) gloves are required when slabbing. Want to hold timely for additional input from others.
- **USC** – Will take to 3rd step.

2. Maintenance Transfer Policy

- **USC** – Need clarification. Is there a freeze?
- **MSC** – Have a number of positions (moves) that are on hold until we get direction/approval to backfill. Should have clear direction later this week.

3. Accident Reporting SOP

- **MSC** – Larry Atwood informed the union of the changes made to the “Incident Notification” SOP and handed out the revised documentation. Training will be provided to salaried supervisors and managers. Also plan to include the appropriate salaried reliefs.

4. Meal Tickets

- **MSC** – Handed out last year’s list of restaurants and total \$\$ spent at each, along with this year’s nominations of restaurants to be added.
- **JSC** – Recommended changes will be published when agreements with the restaurants involved are reached.

5. Towel & Tissue PMs Eye Protection Policy

- **MSC** – Handed out a clarification of the Towel & Tissue PMs Eye Protection Policy.

6. Job Analysis Update

- **MSC** – Have received requests for Job Analysis for all the Shipping positions and the Truck Shop Utility. Also working on scheduling the appeal meeting from the Job Analysis recently conducted for ABT, Napkins, and 3,4,5, 9.

7. Mandatory Safety Meetings

- **MSC** – Employees who miss safety meetings get a no call/no show for 1 hour.
- **USC** – This has been dealt with many times before, should be marked late.
- **MSC** – Agrees. Employees will be marked “Late” not, “No-Call/No-Show” (unless the employee also fails to report for their regular shift if it follows the safety meeting). Employees who do not show up for their regularly scheduled safety meeting will be expected to make it up by attending another safety meeting at a later date without payment of penalties.
- **USC** – If people make-up the meeting, they should have the “No-Call/No-Show” removed from their record.
- **MSC** – Kraft Mill will deal with the two employees in there area. Ann will coordinate the development of a mill-wide policy.

8. Shift Differential

- **USC** – Need to develop list of comparative shift differentials. The needs to be done by March.

9. Labor Pool

- **USC** – Want to use our people for hole watch, etc. as much as possible.

- MSC – Agreed.

10. #1 & 2 Paper Machine Training Program

- USC – Concern over who is and who isn't getting trained. Doesn't appear to be fair. Need to communicate plan for training.
- MSC – Will follow-up.

11. Bump Language

- USC – Employees who were bumped due to Pulp Dryer shutdown are returning to the positions they were bumped from. Bumped people should be senior to the employee who did the bumping.

12. Progressive Discipline

- USC – Have not been getting notification of discipline and not being included in suspensions, especially in Converting.
- MSC – Will follow-up.
- USC – Discipline needs to be consistent.
- MSC – Agreed.

13. Labor Pool

- USC – What is a “full week”? Need to be clear accounting for holidays. Etc.
- MSC – Agreed.
- USC – Due to work load of salaried staff need to get help to get items done.

14. #5 Paper Machine Extension

- MSC – Extension was granted on #5 Paper Machine for two weeks (only one week was used). The person is now Blue Slipped into the department.

15. #4 Paper Machine Seniority

- JSC – Reviewed seniority questions raised regarding the #4 PM ladder. Agrees that Matthew's is ahead of Smiley in department seniority. After ladder was filled by hiring off the street, a job opening was posted and filled by Gwinner. His current sequence is correct.

16. Converting Superintendent

- MSC – Jim Ford, the new Folded-Side Converting Superintendent, starts Monday, February 28th.

Next Joint Standing Committee Meeting – Wednesday, March 16, 2005

For the Union

Date

For Management

Date