

JOINT STANDING COMMITTEE MEETING MINUTES

March 16, 2005

Present:

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

MSC – Ann Fleck, Scott Beckstrom, Frank Walsh, Tom McGuigan

JSC – Both

Agenda:

1. Grievances – 05-01, 05-02
2. Hair Policy – 1st Step
3. 2005 Shift Differential
4. Vacation Restrictions
5. Safety Shoe Reimbursement
6. Use of the Union Hall
7. Notification of Discipline
8. Mandatory Employee Meetings
9. Salaried Organizational Changes
10. #4 Paper Machine Meetings

05-01:

- MSC – Hold timely on advancing to 4th Step.

05-02:

- MSC – Scheduled for 3/16/2005

2. Hair Policy – 1st Step

- USC – When grievance is filed the response needs to go to the shop steward and the employee who filed the grievance. In this case, the employee feels she is being singled out. Hair is not touching her shoulders.
- MSC – In this case, she had been coached several times. She was observed leaning over moving equipment with her hair hanging down, putting herself at risk. She is not being singled out based on other employee's (male and female).
- USC – Employee thought she was in compliance. After initial coaching sessions with hair put up as shown in the photos.
- MSC – She was told that the way she put her hair up didn't comply with the policy, but she didn't correct the problem. Since employee was trying to comply, and made adjustments to her hair, we will revert to coaching. This issue was really a "work as directed" issue, and should have been dealt with accordingly.
- JSC – We understand that this is a judgment call and if the supervisor says there is an issue the employee needs to comply and follow-up accordingly.

3. 2005 Shift Differential

- MSC – Handed out the 2005 revisions. Only one mill had a change. Swing shift differential increased \$0.01. Compresses did not change. Haven't heard back from new company yet.

4. Vacation Restrictions

- MSC – Issued confirmed dates for vacation restrictions for Maintenance, Stores, MSG and Stock Prep. Exceptions may be made on a case by case basis.

5. Safety Shoe Reimbursement

- **MSC** – Have had problems with employees submitting receipts for shoes that do not comply with the ANSI standards (no safety toe) and non-reimbursable items. Employees are only allowed to submit receipts for ANSI rated shoes, and shoe inserts. This is important due to tax related issues. We will develop a form with contract language that employee will need to sign in order to be reimbursed.
- **USC** – We understand that there is discipline in progress for an employee who turned in a receipt for safety shoes that included other items. Older employees understand the tax implications, but newer employees may not understand this. Would like to see suspension removed due to not understanding the process.
- **MSC** – We are not willing to remove the suspension, but we are willing to review it after one year. Employee understood and demonstrated that she new the process four times before.
- **USC** – Agreed.

6. Use of the Union Hall

- **USC** – The Union Hall has been available for any group that needs it. Recently a vendor training session was held and the group did not clean up after themselves. This has cause a lot of problems. The USC asks that all groups treat the building with respect and clean up after themselves.
- **MSC** – Agrees, and will follow-up. We appreciate the use of the Union Hall and will do a better job of ensuring proper behavior in the future.

7. Notification of Discipline

- **USC** – Getting late notification. We are getting copies at the Union Hall, but not at the mill.
- **MSC** – Will reissue SOP for discipline, what to do, who to notify, etc...

8. Mandatory Employee Meetings.

- **MSC** – Proposed dates have been issued. All employees are expected to attend unless they have a viable excuse (vacation, jury duty, funeral leave, illness, etc.) Employees who do not attend and who do not have a viable excuse will be disciplined.

9. Salaried Organizational Changes

- **MSC** – Presented upcoming salaried changes.
- **USC** – Believes that the Clockroom is the “go-to” person and is valued by the hourly employees.

10. #4 Paper Machine Ladder

- **JSC** – Reviewed openings and minutes on #4 Paper Machine. The Superintendent was granted exemption to fill his ladder from new hires. This was done. Subsequent openings were posted.

Next Joint Standing Committee Meeting – Wednesday, April 20, 2005

For the Union

Date

For Management

Date