

JOINT STANDING COMMITTEE MEETING MINUTES

March 19, 2003

Present:

USC – Ron Jones, Leroy Crabb, Ram Manthe, Larry Reandean, Rick Erickson

MSC – Keith Larson, Chad Davis, Frank Walsh, Scott Beckstrom, Shawn Wood

JSC = Both

Agenda:

1. Grievances: 03-13, 03-17, 03-18, 03-19, 03-20
2. Meal Ticket List
3. Safety Shoe Receipts
4. Kraft Mill Progression Ladder
5. Storeroom
6. Wood Processing
7. Service Award Pin Dinner
8. Lump Sum Payments
9. Process Technician Employee
10. #38 Folder
11. Tool Box Policy
12. Apprentice Farm Outs
13. Apprentice Oiler
14. Maintenance Overload
15. Safety Meeting
16. Job Bids
17. JSC Start Time
18. Special 3/6/03 JSC Minutes (attached)

1. Grievances:

03-13 Tug Work

- **MSC** – Why skip 4th Step?
- **USC** – Since the contract was signed by outside party, an arbitrator would be the best option.
- **MSC** – Should stick with our process including the 4th Step.
- **USC** – Agreed.

03-17 Kraft Mill Scheduling

- **USC** – Did not go by call-in procedure, called in the wrong people in classification. The individual who was training should not have been assigned the work.
- **MSC** – We will not call for OT when we have employee training on shift in department. Does not violate the contract.
- **USC** – Training is a priority and moving employee that is training should be the last option.
- **MSC** – Department should determine whether employee in training can fill a vacancy on shift.
- **USC** – Employee on special assignment and training should be the last option.
- **MSC** – Depends on the situation. In this instance the employee was being trained for the third job up in the line of progression a purely discretionary assignment. Grievance denied.
- **USC** – Will proceed to the 3rd Step.

03-18 Scheduling and Overtime of Painters and Lube Crew

- **USC** – Supervisor’s practice is to schedule in early and let go early. If it is the employee’s request want to come in an hour early and leave early that is O.K. Department did not properly pay according to the contract. Employee was laid off to avoid overtime.
- **MSC** – One time incident and the employees involved were made whole. Department Manager working with Standing Committee member on resolution.
- **USC** – Need to sort out who was involved.
- **MSC** – “Nooners” need to be cleared by the Department Manager.
- **USC** – Employees affected in the last 30 days (from 2/13/03) need to be made whole and the Department Manager coached on proper pay, then the grievance will be resolved.
- **MSC** – Agreed.

03-19 Chlorate Unloading Job

- **USC** – Some responsibilities of new Chlorate Unloading position will be part of the current Kraft Mill progression ladder, therefore the job should be included in the Kraft Mill progression ladder.
- **MSC** – Position is a Monday – Friday day job and will have some miscellaneous Kraft Mill job duties such as housekeeping, but do not think it belongs in the Kraft Mill progression ladder. It is brand new equipment. The employee will not be doing Kraft Mill progression ladder work. Will be back-filling using current Kraft Mill progression ladder.
- **USC** – Does not follow the contract language of “similar duties”. Should not be separated from the Kraft Mill ladder. Posting was only up for 10 days, not the required 14 days.
- **MSC** – Will follow-up with posting. Need temporary rate for the position. Chlorate Operator position will be filled from the Kraft Mill progression ladder by rate of pay.
- **USC** – Grievance resolved.

03-20 Seniority in Shipping Scheduling

- **JSC** – Agreed on pay/resolution.
- **USC** – There are employees frozen in shipping that HR or Standing Committee do not know about. Need proper documentation for freezing and unfreezing employees. If an employee is frozen, that should be a consideration for job transfer.
- **MSC** – Will research.

2. Meal Ticket List

- **MSC** – Country Deli declined participation. Any other suggestions?
- **USC** – Would like *Omelet’s and More (Longview)* added to the Meal Ticket list.

3. Safety Shoe Receipts

- **MSC** – Employee was made whole once proper receipt was produced.

4. Kraft Mill Progression Ladder

- **MSC** – Reicast Operator will be split off from the current progression ladder. The position will be filled by seniority first. Employees understand the implications of taking Reicast Operator position.
- **USC** – When separating a job from the progression ladder, seniority needs to be considered for future promotions and demotions. The employees demoted may not be comfortable with the decision. Union Standing Committee was not involved with the process.
- **MSC** – Started discussions with crew 4 – 5 months ago. Operators and management developed jointly.

- **USC** – Do not want people demoted. Do not agree with the way the stand-alone job was staffed. Three (3) blue slipped employees were demoted.
- **USC** – Employees do not have right to sign away seniority. Kraft Mill Senior Relief job title needs to be changed. This is not a Relief position. USC wants to meet with Kraft Mill department and discuss alternate way of filling stand-alone job. USC will draft new proposal.
- **MSC** – Will certainly consider.

5. Storeroom

- **USC** – Needs seniority list and current scheduling guidelines.

6. Wood Processing

- **USC** – Management is not recognizing progression ladder. There are three rungs in the ladder. A Wood Processing Pool exists that fills the bottom jobs in the ladder. There was a Chip Technician opening, and a relief filled the job for 1 day. Next person in line for Chip Technician was on day off and should have been considered.

7. Service Award Pin Dinner

- **MSC** – Temporarily cancelled. Will revisit next quarter to see if we will continue 3rd or 4th quarter.

8. Lump Sum Payments

- **MSC** – Lump Sum payment will be on the April 11, 2003 check. New hires that were hired in December and February will be paid after they have successfully completed their probationary period. March 31st hires will not be eligible.
- **USC** – Agrees.

9. Process Technician Employee

- **MSC** – Consider moving employee to Property Protection.
- **USC** – Employee would need grandfather rights back to Process Technician position.
- **MSC** – Agreed.

10. #38 Folder

- **MSC** – Per C. Puzey's 3/13/03 memo, change of scheduling to being on 3/24/03.
- **USC** – Any employee working on #38 Folder should receive current Annex Operator rate of pay.
- **MSC** – Disagrees. #38 Folder will be paid at same rate as Main Floor Folders, except for the bottom four (4) blue-slipped Annex employees as of 3/24/02. Will submit both complexes to Job Analysis with 3/24/02 retro date.
- **USC** – Union will file a grievance regarding this issue.

11. Tool Box Policy

- **MSC** – Change in toolbox policy (handout).
 - Revision: will not build wooden toolboxes in-house.
 - Mill will replace up to \$1,000.00 in tools (up from \$850.00) per year.
 - If building a toolbox must be on own time with own materials.
 - Employee must get approval from Supervisor.
- **USC** – Will employee get reimbursed if building his own box?
- **MSC** – Will reimburse employee for building his own box on his own time with receipts up to \$1,000.00. Will edit SOP.

12. Apprentice Farm Outs

- USC – Want Apprentices to stay in their respective trade when they are farmed out.
- MSC – Will try to whenever possible.

13. Apprentice Oiler

- USC – Several questions developing regarding testing and transfer privileges. In two months we committed to reassess.
- MSC - MSG will research minutes.

14. Maintenance Overload

- USC – Do not want to see Maintenance crews reduced or outside contractors taking away mill work. Suggested working four (4) 10-hour shifts.
- MSC – No 4-10’s currently planned. Will take under advisement.

15. Safety Meeting

- USC – Day Utility Trucker starts at 8:00 a.m.. How do we schedule for 6:00 a.m. safety meetings? Employee should get 2 hours OT, Call Time, and Meal Ticket.
- MSC – Will look at schedule and pay.

16. Job Bids

- MSC – Will try and implement color-coding on EAS to flag new bids.

17. JSC Start Time

- USC – Would like to begin meetings at 9:00 a.m. due to Union Meetings.
- MSC – O.K., but should plan to finish no later than 2:00 p.m.

*Next meeting: **Tuesday, April 22, 2003 at Union Hall at 10:00 a.m.***

For the Union	Date	For Management	Date