

JOINT STANDING COMMITTEE MEETING MINUTES

March 20, 2002

Present:

USC - Larry Reandeu, Claude Weaver, Robert Manthe, Rick Erickson, Leroy Crabb
MSC – Keith Larson, Scott Beckstrom, Joe Hertig, Frank Walsh

Agenda:

1. Grievances: 02-01, 02-02, 02-04, 02-05, 02-08, 02-09, 01-46
2. Training in Kraft Mill
3. After the Fact Floating Holidays
4. Service Awards Banquets
5. Seniority List
6. Night Shift Differential Increase
7. Integrated Leave Solutions (ILS)
8. Welders
9. Training Policy
10. Administrative Suspensions
11. PEO Training, Insurance & Pay
12. Mill Policies
13. SAC/JSC Meeting
14. Vanguard Retirement
15. Shoe Allowance
16. Vacation Checks
17. CMMS Project
18. Out of Bargaining Unit Report
19. #4 Paper Machine Utility Posting
20. Retained Rate
21. #1 & #2 Paper Machine Blue Slip
22. Job Bidding Decision Making
23. Freeze Requests (two)
24. Production Services Progression Ladder
25. Kraft Mill – On-Shift Move-Up
26. Magellan EAP

1. Grievances:

02-01& 02-02: Attendance

- USC – Suggested reducing reprimands to letters of discussion and not impact absentee rate provided they made up the safety meeting.
- MSC - Agreed for these five employees only. In the future, the attendance policy will be strictly applied.
- JSC – Grievance resolved

02-04: Bid Transfer – E&I

- USC - Wants Company to follow policy – transfer senior qualified person who wants to do the job.
- MSC - This position works alone for the most part. Individual is not ready to do job by himself.
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- **USC** - Co-workers speak well of him; has done job by himself in the past. Knows area. Transfer agreement isn't contractual, but provides an opportunity for people to express interests and remove favoritism. Since nothing is in file, question if there is a problem. Want him transferred and evaluated and appropriate follow-up taken.
- **MSC** - Will not transfer him and put operations at risk. Transfer process is being used, but it was never guaranteed to please all people all the time.
- **USC** - Hold timely for further investigation.

02-05: Call Time

- **USC** - After further investigation will withdraw as no contractual violation. Noted clockroom keeps good records and their input is valued.

02-08: Scheduling

- **MSC** - Employee was not displaced; he wasn't needed for work.
- **USC** - Will withdraw as no contract violation. But there is a misunderstanding by some salaried and hourly employees that people can both work shift and non-shift work. If there is a complaint, don't necessarily need to file a grievance to address issue.

02-09: Failure to Call

- **USC** - Concern over a sensitive/dangerous part of mill being operated short, even for a short time. In this case, a very junior person doing two jobs and calling supervisor for permission to call in. Bad decision not to call in due to safety risk just to avoid call time/other penalties. Total time ~ two hours vacant.
- **MSC** - Supports the decision not to fill position when mate/relief is on the way in. This is an calculated risk that management is responsible for. There are others working with this individual who could help out in a pinch and were readily available if needed.
- **USC** - Calculated risks are part of the job, but this is a safety risk and bad choice was made.
- **MSC** - Policy is not necessarily to have operations call for permission to call someone in. Some valid points are made, but no contract violation involved in this case.
- **USC** - Safety is the issue and that is a violation of the contract. Will move to third step.

01-46: Insurance Costs

- **USC** - handed out copy of their calculations for costs.
- **MSC** - Will review and respond.

2. Training in Kraft Mill

- **USC** - Have couple of jobs filled for over six months on special assignment. These jobs should be posted and filled. Additionally, people are concerned they are not getting training needed.
- **MSC** - Will need to review and report at next meeting.

3. ATFFH

- **USC** - There is a difference between Emergency Floater and ATFFH. Re-issue memo.
- **MSC** - ATFFH is when a person requests a Floating Holiday to cover an absence that has already occurred not a Floating Holiday that is requested in advance on short notice.

4. Services Awards Banquet

- **USC** - Would like to take cost of dinner for employee/spouse and give employee a voucher for dinner at a local restaurant along with recognition card. Sometimes it is too inconvenient for people to attend the scheduled events.
- **MSC** – Will take feedback into consideration for future.

5. Seniority List

- **USC** - Hold timely. Haven't had time to do complete review.
- **MSC** - Reviewed two seniority issues.
- **USC** - Will look into issues

6. Night Shift Differential Increase

- **MSC** - Based on local survey, differential will go to 0.0 – 0.59 – 0.89 and to 0.44 compressed.

7. Integrated Leave Solutions (ILS)

- **MSC** – Will start April 1st. Handed out new program. Employees must call in through the clockroom, not the department. (See attached).

8. Welders

- **MSC** – As of 06/03/02 no non-certified welding will be allowed. A welder clothing allowance will become effective 6/3/02.
- **USC** - Are there non-maintenance persons who are certified welders? Can we use them prior to contract welders?
- **MSC** - Use it or lose it. Tax Free. Pipe and structural are not additive. Most will be \$400. Will have to discuss how other people in the mill, who are not in maintenance and are certified welders, could be used to supplement welders.

9. Training Policy

- **MSC** - Handed out training policy. Would like feedback from USC at next JSC meeting. Use as a roadmap for training.

10. Administration Suspensions

- **USC** - Concerns are failure of union getting copies and using them for non-absenteeism reasons. Would like to get back to only using them for absenteeism and that the union get copies.
- **MSC** - Agrees but reserves the right to use in other areas. This is a valuable tool in selected circumstances.
- **USC** - Also requests to have a USC member present for suspensions/terminations.
- **MSC** - Will commit to try, but if one is not available, will use any available shop steward.

11. PEO Training, Insurance & Pay

- **MSC** - Researched compensation policy on travel and other benefit extensions, etc. Injuries are covered by workers compensation. Regarding additional pay - will try to have complete answer by next meeting.

12. Policies

- USC - Bring to Standing Committee. Does posting on intranet count as posting?
- MSC - Will update and bring to group. Will determine at that time, best policy for posting and publication.

13. SAC/JCC Meeting

- USC - Would like a joint meeting to talk about safety.
- MSC – Agrees.

14. Vanguard Retirement

- USC - What is status of retirement plans?
- MSC - Data should be available after April 1st. Will need to call on Crown Zellerbach portion.

15. Shoe Allowance

- USC - As of 12/31, employees~ \$103. Now has \$170. This is incorrect. Expected ~ \$200
- MSC - Will look into and respond next meeting.

16. Vacation Checks

- USC - In past, have gotten check prior to vacation. Georgia-Pacific said it couldn't be done. Now Naheola can do it. Why can't we?
- MSC -Will look into and respond next meeting.

17. CMMS Project

- MSC - Would like to R. Thomas and K. Meredith to the full time list for up to eighteen months.
- USC - Agrees. Also would like not to move people in/out within a week.
- MSC - Talking in/out of bargaining unit. Won't do this. Question is people working on special projects (regular rate, not move up). Want to be able to move to floor for shut down, etc.
- USC - Concerned over crew continually moving people in/out of crew daily tasks
- MSC - Hold this timely; will respond next month.

18. Out of Bargaining Unit Reports

- MSC - Data is available and will be provided it quarterly.

19. 4 P.M. Utility Posting

- MSC - Currently have two postings. Want to raise it to three. Any issues.
- USC - No, do it.

20. #1 & #2 Paper Machine Blue Slip

- MSC - Want to blue slip #1 & #2 P.M. crews early based on employee's commitment to be off on S&A and then retire.
- USC - Okay

21. Retained Rate

- MSC - Retained rate for employee as per October, 2001 memorandum of agreement, the employee's hours will be sufficient to grant him a new retained rate of \$23.765/hour effective April 1, 2002.

22. Job Bidding Decision Making

- MSC - Once bid is signed, employee doesn't have weeks to make decision. Need to answer immediately when offered the job.
- USC - Agrees, but don't want people to be missed because of vacation/illness.

23. Freeze Requests (two)

- USC – Will check for missing paperwork (note: both approved).

24. Production Services Ladder

- MSC - Wants to create new day shift position for barge loading. One person position. (Need temp rate) above barge coordinator position. Will not add people to ladder. Some time may be spent in the warehouse.
- USC - Has this been shared with the crews? What are job duties?
- MSC - Will send in for job analysis to get a temporary rate.

25. Kraft Mill: On Shift Move Up

- MSC - Presented revised on-shift move-up plan (attached).
- USC - Same language as #4 except for four weeks instead of two weeks.
- USC - Agrees.

26. Magellan

- USC - Would like to bring Magellan EAP Representative (Grace B.) out to Wauna Council meeting for presentation.
- MSC - Agrees.

Next meeting: Wednesday, April 17, 2002

For the Union

Date

For Management

Date