

# **STANDING COMMITTEE MEETING MINUTES**

**March 22, 2000**

## **Present:**

**USC** – Roland Lee, Larry Reandeau, George Brajcich, Mike Bouse

**MSC** – Keith Larson, Shawn Wood, Frank Walsh, Scott Beckstrom

## **Agenda:**

1. OSHA Complaint
2. Grievance: 00-04
3. Grievance: 00-05
4. Notification of Contracting Out Agreement dated 7/31/98
5. Grandfather Rights Memo dated 3/20/00
6. Converting Information Mailboxes
7. Relief Pool Vacation Guidelines
8. Postings Status
9. 401(k) Letters
10. Savings Bonds
11. Applicant Status
12. Steam Plant Seniority Proposal
13. MSG Overtime Call-In Procedure

### **1. OSHA Complaint:**

- **MSC** – The Company is preparing to respond to an OSHA notification of a complaint regarding gas exposure to a contractor in the Kraft Mill. Management had not been notified by employees or contractors before receiving the complaint.
- **USC** – We support the contract’s recognized safety committees. The safety committees are in place to represent the membership, and to deal with problems as quickly as possible. We strongly recommend that they should be used first before outside agencies, such as OSHA, are contacted.

### **2. 00-04: Re: MSG**

- **MSC** – Clarified that the damage was to the Waggoner not the 966. **MSC** agrees that the Waggoner was the wrong equipment for the job and should not have been used. Management will address and resolve the issue of equipment availability, but does not agree that the work needs to be done by the MSG.
- **USC** –Corrected the contract, Section # 24 Safety. The Wood Processing crew may be trained, but does not have access to the right equipment and does not have the needed experience. The Yard crew (MSG) is less likely to have an accident. This grievance is a safety issue and should be addressed as such, and management also needs to resolve the “turf” issues.
- **MSC** – Will review with the necessary people involved.

### **3. 00-05: Maintenance Committee**

- **USC** – There are two issues involved. 1.) The Bid Process, and 2.) Grandfather Rights. Is Management happy with the bid process?
- **MSC** – Not if this and other grievances are the result. The transfer process was intended to help the process – not bog the process down. It was never intended for situations like this, i.e. placement and re-assignments due to the Groundwood Business closure. There are no Grandfather or area rights in Maintenance.
- **USC** – Agreed. Would like to get back to the intent of the original agreement including Management's need for flexibility so that it works for both parties.
- **MSC** – Will review, re-write as necessary and submit for approval.

### **4. Notification of Contracting Out Agreement dated 7/31/98**

- **USC** – Mechanics Committee had no authority to sign the 7/31/98 agreement.
- **MSC** – The agreement resulted from a grievance (the changing of a gearbox on pulpers by contractors)
- **USC** – Only **JSC** can waiver contract sections, and **USC** has a problem with the last line of the agreement.
- **MSC** – Will review and re-submit for proper **JSC** signatures.
- **USC** – Need to remind Union and Company committees that memorandums or Letters of Understandings must go through the **JSC**.

### **5. Grandfather Rights Memo dated 3/20/00**

- **USC** – Several seniority date questions and issues need resolution. Belief that there are more people that have not been properly placed due to errant seniority dates.
- A meeting was scheduled to work through the issues. A clear before and after progression line(s) is needed.

### **6. Converting Information Mailboxes**

- **USC** – Mailboxes are needed in Converting for Joint Standing Committee minutes, the Wauna Know, Weekly Newsletter, SAC minutes, etc...
- **MSC** – This will be done and also at other time clock stations around the Mill.

### **7. MSG – Relief Pool Vacation Guidelines**

- **JSC** clarified/restated that we have always had the understanding that crew changes may upset vacation plans. While relief people vacations are scheduled day-off to day-off, on their home shift, their vacations may have to be adjusted and start and stop dates adjusted due to crew assignment changes.

### **8. Posting Status**

- No issues/problems were identified with the status of active postings or bids.

### **9. 401(k) Letters**

- Corrections to misstatements regarding matches to bargaining unit contributors (60% of the first 6%, not 60% of the first 10%) have been made.

**10. Savings Bonds**

- Notification was received from the payroll department in Richmond that they would be issuing refund checks to all employees with a balance in their Savings Bond accounts. They are setting up the new Savings Bonds program at this time, and the employees will be notified when the deductions will resume. Employees with questions regarding their refunds and/or the Savings Bond program should call the H.R. Connection at 1-800-325-5727 and refer to Call Tracking Number 80651.

**11. Applicant Status**

- MSC explained the status of an employment applicant.

**12. Steam Plant Seniority Proposal**

- USC – withdrew this proposal

**13. MSG Overtime Call-In Procedure**

- A joint group will study this procedure and report back to the JSC next month.

*Next Meeting:                      Wednesday April 19, 2000*

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for the Union

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Date

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for Management

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Date