

JOINT STANDING COMMITTEE MEETING MINUTES

March 22, 2001

Present:

USC – Dan Duvall, Mike Bouse, Rick Erickson, George Brajcich, Claude Weaver

MSC – Keith Larson, Joe Hertig, Scott Beckstrom, Will Laport

SCRIBE - Jeremy Burnett

Agenda:

1. Grievances: 01-08, 01-09, 01-10, 01-11
2. 1st Step Grievance
3. #3 P.M./Groundwood Rate of Pay
4. Box Facial Wage Rate Retention
5. Converting Entry Level/Laborer Rate
6. V.P.P.
7. Insurance (Anesthesiologists)
8. S.A.C. – 6 Member Memo
9. Schedule E - Retirement
10. Progression Ladders - #5 P.M.
11. Seniority Lists & Progression Ladders
12. Tug Captain – Tug Mate O.T. Lists
13. Converting Ground Rules Proposal
14. A5 to A2
15. PECO Restrooms and Potable Water
16. Tobacco Committee/Tina Hutton
17. Asbestos Surveillance Physicals

1. Grievances:

01-08: S&A Pay

- **USC** – Agrees that the contract language requires an employee who gets sick on holidays, weekends or any other time must see a doctor and be under their care before disability benefits can begin.
Grievance resolved with publication of this information.

01-09: Disciplinary Action

- **USC** – We need more information.
- **MSC** – This was a letter of discussion.
- **USC** – Were there any tardies after the first discussion?
- **MSC** – Will get the information.

01-10: Management Representatives Doing Operator Work

- USC – This is not the first instance. We can accept the answer, but want to prevent this in the future.
- MSC – Will discuss with people involved to prevent future recurrences.
- USC – Grievance resolved.

01-11: Discipline

- USC – This policy isn't well known throughout the mill.
- MSC – There are signs posted for proper PPE throughout the mill. There are signs at the guard shack about vendor/visitor requirements.
- USC – Requests that the Visitor Policy be published in the mill newsletter.
- USC – Grievance resolved.

2. 1st Step Grievance

- MSC – If we call an employee and we are informed that they are on a Floating Holiday and we decide to still bring the employee in, another Floating Holiday will be granted. If an employee comes in without notifying us they are on a Floating Holiday they will not be granted an additional Floating Holiday.

3. #3 P.M./Groundwood Rate of Pay/Other

- USC – Submitted documents on rate of pay and grandfather rights.
- MSC – We'll get the letter ready with the rates and make changes if necessary.
- USC – When will the grandfather letters be issued giving the displaced employees the opportunity to go back to their departments? If they turn down their grandfather rights how long will the retained rate be applicable?
- MSC – Submitted a draft of Groundwood Business Grandfather Rights.
- USC – Does not agree with rates of pay. We will take rate issue through the grievance process.
- MSC – S. Beckstrom will check into August vacation policies. If an employee declines, the retained rate will be in effect until they would have been called over to the job. Will try to get the grandfather letter out next week.

4. Box Facial Wage Retention

- USC – Requests job rate retention for people displaced due to curtailments.
- MSC – Normal business based on seniority. Language doesn't apply to this.
- USC – Will get more information.

5. Converting Entry Level/Laborer Rate

- MSC – Looking at a Converting Utility Pool. Will continue to explore different possibilities.

6. V.P.P.

- USC – There isn't a good understanding of the V.P.P. process with the employees. We need to educate everyone.
- MSC – What is the timing?
- USC – We need to get all four shifts the information before taking it to a vote.

7. Insurance (Anesthesiologists)

- MSC – Longview still hasn't signed up. Insurance company paying 80%. Will keep working on this issue.

Note: Subsequent to this meeting we learned that Longview Anesthesiologists did sign an agreement retroactive to 2/1/01.

8. SAC – 6 Member Memo

- USC – Signed off on the memo. (See attached.)

9. Schedule E - Retirement

- MSC – J. Hertig still working on the issue. (*Received and submitted to the Union.*)

10. Progression Ladders #5 P.M.

- USC – Is this still going? Four Labor Pool employees are all getting Operator rate?
- MSC – Our understanding is there will be Utility pay until fully trained.
- MSC – Once trained as a Roll Handler the employee will get the Operator rate. If they go into training for Operators they will get Roll Handler rate. They can't bid on the Operator job until they are fully trained. D. Campbell will reduce to writing.

10. Seniority Lists and Progression Ladders

- USC – Requests progression ladders and mill seniority list.
- MSC – An update is being completed.

12. Tug Captain – Tug Mate O.T. Lists

- MSC – Submitted Tug call-in S.O.P. G. Brajcich and C. Lang will get together to make any revisions.

13. Converting Ground Rules Proposal

- USC – Submitted proposed seniority ground rules.
- JSC – Signed by both committees. (See attached.)

14. A5 to A2

- MSC – Submitted A5 to A2 procedure.
- USC – It will be challenging to get people trained as Journeyman in 2 years.
- MSC – That is our burden to ensure they are trained. Agreed to language as presented.
- USC – Agreed to language as presented. (See attached.)

15. PECO Restroom and Potable Water

- MSC – A work order has been issued for the restroom facilities.

16. Tobacco Committee/Tina Hutton

- USC – Other companies have requested information on how we are going about becoming tobacco free.
- MSC – Sees no problem with sharing this information.
- USC – Sees no problem with sharing this information. Be sure to tell them that we are working towards tobacco free.

17. Asbestos Surveillance Physicals

- **MSC** – Per GP policy, we will discontinue annual tests and will only test people as needed. We will send letters to those employees that will be affected. We will have B. Adams send out GP's SOP.

Next Meeting: Wednesday, April 18, 2001

for the Union

Date

for Management

Date