

JOINT STANDING COMMITTEE MEETING MINUTES

March 24, 2004

Present:

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

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

JSC = Both

Agenda:

1. Grievances: 04-01, 04-02, 04-04, 04-05, Appeal A04-01
2. Meal Tickets
3. Shift Differential
4. Box Facial
5. FMLA
6. Relief Supervisor Rates
7. Out-of-Bargaining Unit/Special Assignment
8. Union Dues paid by EFT
9. Vacation Restrictions
10. 16-Hour Rule
11. Maintenance Transfer Policy Changes
12. Tissue Machine Set-Up Supervisor
13. Contract Addendum
14. Paycheck Reminder
15. Labor Cost Management
16. Meeting Date Changes/Notification

1. Grievances

04-01: #6 P.M. Holiday Scheduling

- **JSC** – To Step 4. Meeting on May, 5, 2004.

04-02: Quick Stock Holiday Scheduling

- **JSC** – To Step 4. Meeting on May 5, 2004

04-04: Seniority

- **JSC** – Settled at 1st Step and withdrawn. Will reuse number later.

04-05: Safety

- **JSC** – Moved to 3rd Step, March 25, 2004.
- **USC** – Suppose to meet ~ a month ago to go through issues. No meeting was scheduled. Did receive a letter, but it was hard to understand. The concern is over safety.

A04-01: Appeal of Suspension

- JSC – Mediation is scheduled for April 12, 2004.

2. Meal Tickets

- MSC – We have heard back from 4 of the 5 new vendors. They will be added to the Meal Tickets (Note: This was done 3/31/2004).
- USC – Need to verify that existing restaurants can be used. Likewise, older meal tickets can be used at the new restaurants, even though they aren't listed.
- (Note: Meal Ticket restaurants who are being discontinued will be given 30 days notice of the decision to discontinue. They may accept Meal Tickets through April 30, 2004. New restaurants may accept older meal tickets that do not have their establishment listed and just write the name of the business on the face of the ticket prior to processing for payment.)

3. Shift Differential

- MSC – Provided revised shift differential rates.
 - Swing = \$.61/hour
 - Graveyard = \$.92/hour
 - Compressed = \$.45/hour

4. Box Facial

- USC – Box Facial has three blue slipped crews, but only one crew is curtailed. This means that some people are moved back and get that rate of pay. But, for vacation, etc... pay shouldn't be less than blue slip rate or 54 hours at vacation average rate.
- MSC – Will look into this situation. It would be helpful if we had specific examples to investigate to determine if they are being handled correctly.

5. FMLA

- USC – Issue of people calling in three hours late (for example) causing problems. This is being claimed as FMLA. How can this be?
- MSC – If paper work is complete and the doctor approves the situation as a serious health condition, it may be covered under FMLA.
- USC – Communications need to be improved between department and Human Resources.
- MSC – Agrees and will follow-up.

6. Relief Supervisor Rates:

- MSC – Shared revised rates for relief supervisors.

7. Out-of-Bargaining Unit/Special Assignment

- USC – People are assigned to work special assignment at their rate. If the job is over six months, need to post. USC has several concerns over Out-of-Bargaining Unit assignments and special assignments.
- JSC – Special assignment rates for operations department with 12-hour shifts:
 - Select individual
 - Follow 12-hour compressed lettered crew.
 - Pay compressed rate for job.
- USC – There are two Converting employees that have been on special assignment for over six months. USC wants these jobs posted or bring the employees back to their regular blue slip job.

8. Union Dues Paid by EFT:

- MSC – Effective May 2004, union dues will be paid to PACE by Georgia-Pacific via EFT (Electronic Funds Transfer).

9. Vacation Restrictions:

- MSC – Process Testing will have vacation restrictions during the down the week of June 7th. Any currently approved Floating Holidays/vacation will be allowed.

10. 16-Hour Rule:

- USC – Hearing that if employees are within ~1 hour of completing a job, they can work over 16 hours. Rules say no more than 16 hours (with very few exceptions).
- JSC – Agrees.
- USC – Also need 8 hour break after a 16-hour shift.
- JSC – Agrees.
- USC – Shift Electricians are being scheduled for 16 hours due to 4 hour Floating Holidays.
- MSC – Will follow partial Floating Holiday policy.

11. Maintenance Transfer Policy Change:

- MSC – Handed out revised Maintenance Transfer Policy.
- USC – O.K. with Step #7, but concerned over Step #6 due to change from 1 to 3 years.
- MSC – Need commitment for stability, learning, cost control.
- USC – Does not like change, especially 3-year rule and retro-activeness of the change.
- MSC – Will apply 3-year rule retro to new hires within the past year starting with #6 employees, not existing employees.

12. Tissue Machine Set-Up Supervisor

- USC – JSC had previously put a six-month freeze on move-ups for this position. USC agrees to remove this for this case only.

13. Contract Addendum

- MSC – Handed out revision #2 of addendum for review. If JSC agrees, will go to press.
- JSC – Agrees addendum is approved and ready to print.

14. Paycheck Reminder

- MSC – This week (March 25, 2004) is the last time paychecks will be available at the Mill for pick-up. After this, beginning with the April 9 payday, paychecks and direct deposit advices will be mailed from Atlanta.

15. Labor Cost Management

- MSC – February labor costs were \$800,000.00 over plan. Much of the issues are in Converting. Will offer granted time off with certain conditions:
 - Can't cause O.T.
 - Department sets limits on how many per crew can be off at a time
 - Can't cause negative productivity
 - Non-scheduled vacation must be taken first (i.e. limited removal of vacation leveling.)

16. Meeting Date Changes/Notification

- *Joint Standing Committee Meeting – Tuesday, April 20, 2004*
- *Green Bay Meeting – Wednesday, April 21, 2004*
- *Wauna Council – Thursday, April 29, 2004*

For the Union

Date

For Management

Date