

SPECIAL JOINT STANDING COMMITTEE MEETING MINUTES

March 9, 2001

Present:

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

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

Agenda:

1. V.P.P.
2. #3 Paper Machine/Groundwood Project Start-up
 - a. Utilities Grandfather Rights
 - b. Grandfather Rights Form/Letter & Pay
 - c. Grandfather Rights to Current Jobs

1. V.P.P.

- MSC - Reviewed D. Curley's V.P.P. project proposal.
- MSC - Have three (3) hourly employees that have agreed to participate.
- USC - Is in the position of non-support, and these people should be considered under section 1.
- USC - Is not against V.P.P., but wants more involvement in selection of people.
- USC - Would like agreement on their involvement.
- JSC – To be reviewed at SAC on 3/13 and will schedule another JSC on 3/14.

2. #3 Paper Machine/Groundwood Project Start-up

2a. Utilities Grandfather Rights

- JSC - See A. Grantham's chart attached.
- JSC - Two (2) Utilities have given up their Grandfather Rights to #3 & #4 Paper Machines by declining Utility jobs when offered to them.

2b. Grandfather Rights Form/Letter and Pay

- USC - Does not agree with rates. Should be \$31.04 at 2/14/01.
- USC - Believes that the language in the contract that was removed (for clean up during the last negotiations) still applies. i.e. rate of the job should be increased with annual percentage increase.
- USC – Also believes this applies to Groundwood mill. What about employees who are going back in April. His rate should increase 4.5% April 1st.
- MSC - Employees have been paid already and would be “double-dipping” (lump sum + % rate). They also have rate retention.
- USC - Would like to have this taken to the Negotiating Committee.
- JSC - This is not a people issue, just a rate issue.
- JSC – Section 25 Seniority, Paragraph J to be included in letter.
- JSC – Note that pay rates to be resolved.
- JSC – Response Period – failure to respond will be declination.
- JSC – Return form to H.R.
- JSC – Will hand deliver and date at that time.

2c. Grandfather Rights to Current Job

- **USC** - Employees are asking for Grandfather Rights to current jobs if #3 & #4 Paper Machines/Groundwood does not start-up (past 60 days starting new job).
- **JSC** - Employees would have rights to current jobs for the term of the contract (at bottom of ladder).
- **JSC** - Return to progression ladder at entry level (bottom of ladder).
- **JSC** - Will include in Grandfather Rights Letter.

Next Meeting: Thursday, March 22, 2001

for the Union

Date

for Management

Date