

# JOINT STANDING COMMITTEE MEETING MINUTES

April 17, 2002

## Present:

USC - Claude Weaver, Robert Manthe, Mike Bouse, Leroy Crabb

MSC – Scott Beckstrom, Joe Hertig, Jim Lepin

## Agenda:

1. Grievances: 01-46, 02-04, 02-09, 02-10
2. Training in Kraft Mill
3. Oiler Apprentice
4. JSC/SAC Meeting
5. Electrician for APM240
6. CMMS Project
7. Use of Non-Maintenance Employees for Welding
8. Safety Shoes
9. SPD – Hourly Pension Plan
10. Barge Loading Position
11. Personal Floating Holidays Limits for Stock Prep
12. Donated Vacation Hours
13. Out-of-Bargaining Unit Reports
14. Employee Discharge
15. Freeze Request
16. 401(k) Additional Withholding Allowance for Employees over 50
17. Scheduling for Job Codes 0507 vs. 0508
18. Probationary Rate of Pay
19. Product Quality Tech
20. Service Award Dinners
21. Integrated Leave Solutions
22. Vacation Checks in Advance of Vacation
23. Vacation vs. Floating Holidays
24. G-P Policy Revisions

## 1. Grievances:

### 01-46: Insurance Costs

- MSC – Requests that Negotiating Committee meet to review issues prior to arbitration.
- USC – Agreed.

### 02-04: Bid Transfer – E&I

- USC – Investigated the issue and position of the Union remains the same. Employee should have the job.
- MSC – Employee is not ready for the job, and we are working with him to address performance issues. We are seeing improvement, but the employee is not ready to be transferred. Company has followed the transfer procedure.
- USC – Believes that the Company has not followed the transfer procedure.
- MSC – The Company has made a selection based on procedure and operating control.
- USC- There isn't any documentation in file regarding these issues. Also, performance issues are normally addressed during the first 90 days, but in this case they were not.

- **MSC** – Motivation was to help the employee. Internal maintenance transfer procedures were followed accounting for the employee’s skill set.
- **USC** – Will take to the 3<sup>rd</sup> Step.

### **02-09: Failure to Call**

- **USC** – Will take to 3<sup>rd</sup> Step.

### **02-10: Outside Contracting**

- **MSC** – Referred back to 1<sup>st</sup> Step.

## **2. Training in Kraft Mill**

- **MSC** – Training outline developed by S. Cory and others.
- **USC** – Has concerns around Section 5.0 – Qualifications. Cannot support this section due to disqualification of employees.
- **MSC** – Intent is we would work the employees to help make them become qualified. The intent is not to “wash” the employees out of the process, but rather get a better understanding of employees’ capabilities. Outline will be revised to reflect this.
- **USC** – What are qualifications based on?
- **MSC** – Supervision and people doing the job.
- **USC** – Used Kraft Mill as an example of the problem.
- **MSC** – The goal is to use this process throughout entire mill to help make people successful. Help people get up to a minimum standard, but there may be some employees who, even with training, fail to meet the minimum standards.
- **USC** – Areas are vague, would like clearer language.
- **MSC** – This is an outline to get the structure of the training process throughout the entire mill. Jim will work with S. Cory to clarify.

## **3. Oiler Apprentice**

- **MSC** – New Apprentice was 12 days into training, but has an injury. Need to extend the probationary period. Time off on disability will not count – essentially the person will start over when he returns to work – except for the 12 days.
- **USC** – Agrees.

## **4. JSC / SAC Meeting**

- **MSC** – Meeting has been scheduled for April 23, 2002.
- **USC** – Wants SAC to deal with things at their level.
- **MSC** – Agrees.

## **5. Electrician for APM240**

- **MSC** – To meet needs of APM240, will dedicate one person to most of this work for entire mill. Will be hands on electrical work as well as certification of equipment. Will be assigned to Nolan Shefstad for an 8-month trial period.
- **USC** – Concerned that this may be too much work for one employee. Also, should rotate people through job. What if no one wants to do it?
- **MSC** – All good questions that will be addressed.

## **6. CMMS Project**

- **USC** – Special assignment is a 24-hour period, so the employee can be assigned to their regular job the next day.

## **7. Use of Non-Maintenance Employees for Welding**

- USC – No issues with using non-maintenance employees as Welders as long as they certify. They should also be moved to the top of the list for any future Journeyman Welder vacancies in Maintenance. If this is not the case, then the Union does not support it.

## **8. Safety Shoes**

- MSC – Max this year is \$100.00 based on contract + past year of \$85.00 for a total of \$185.00. Next year the maximum carryover will be \$100.00 for a total of \$200.00.

## **9. SPD – Hourly Pension Plan**

- MSC – Not required more often than one time every 10 years, but approximately two months from revision, which will be shared.

## **10. Barge Loading Position**

- MSC – Put on hold pending further investigation.
- USC – Would like N. Dittrich at next Standing Committee Meeting.

## **11. Personal Floating Holidays Limits for Stock Prep**

- MSC – Will limit Floating Holidays during June down. Vacations will be honored. This is being done due to workload.
- USC – If people are scheduled work on days off then this is O.K.

## **12. Donated Vacation Hours**

- MSC – Does not want to enable a person to qualify for a vacation that he wouldn't otherwise work.
- USC – Employee would normally get the hours (48) if he worked.
- MSC – Will investigate and respond.

## **13. Out-of-Bargaining Unit Reports**

- MSC – Gave copy of the report to the Union.
- USC – Wants it done on calendar year. Would like to review report quarterly.

## **14. Employee Discharge**

- MSC – Wants to clarify status. Will hold termination in abeyance. After April 30<sup>th</sup> will meet and review status. Will extend medical and EAP benefits through April.

## **15. Freeze Request**

- MSC – Need G. Trujillo Freeze Request paperwork.

## **16. 401(k) Additional Withholding Allowance for Employees Over 50**

- USC – This needs to be published. How can this be done?
- MSC – Mill can publish. Everything is in place to handle the additional withholding. All the employees need to do in change/manage withholding to get to the limit.

## **17. Scheduling for Job Codes 0507 vs. 0508**

- USC – Issue is that scheduling is not being done correctly, and employee missed being called in on overtime.
- MSC – Not timely as a grievance at 1<sup>st</sup> Step and don't want to set a new precedent of resurrecting old issues. As long as process is correct now, we can move forward.

**18. Probationary Rate of Pay**

- USC – An employee was hired and went through the regular probationary period. He quit his job at the mill and later came back. He is still getting probationary wages.
- MSC – Employee is considered a “new employee” and will have to satisfy the probationary period including the probationary rate.

**19. Product Quality Tech**

- USC – Many aspects of employee’s job are being taken away and given to a salaried employee. Union provided a list of tasks that have been taken away.
- MSC – Will investigate and respond.

**20. Service Award Dinners**

- MSC – Still working on issue.

**21. Integrated Leave Solutions**

- MSC – Still working to manage various issues.

**22. Vacation Checks in Advance of Vacation**

- MSC – D. Goodwin will come to the next Standing Committee to discuss various issues regarding paying vacation pay in advance of the actual vacation.

**23. Vacation vs. Floating Holidays**

- MSC – Which take priority? Example – employee requests a vacation, but seniority doesn’t allow it, so employee requests Floating Holidays during a peak period. Recommendation is: vacation takes priority to Floating Holidays, so if you must cancel something it should be the Floating Holidays not the vacation.
- USC – Would like to hold discussion until next meeting.
- MSC – Agreed.

**24. G-P Policy Revisions**

- MSC – Handed out stack of policy revisions. Question is how to distribute them?
- USC – Suggests using the Civil Treatment classes, Intranet, a book for each department. Will get feedback for next meeting.

*Next meeting: **Wednesday, May 15, 2002***

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For the Union	Date	For Management	Date