

JOINT STANDING COMMITTEE MEETING MINUTES

April 18, 2001

Present:

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

MSC – Keith Larson, Joe Hertig, Scott Beckstrom, Frank Walsh

SCRIBE - Jeremy Burnett

Agenda:

1. Grievances: 01-09, 01-12, 01-13, 01-14
2. #3 P.M./Groundwood Rate of Pay
3. Smoking Rule
4. 16 Hours Scheduling
5. Household Towel Vacations
6. After the Fact Floating Holidays
7. Tug Captain/Mate
8. Asbestos
9. Floating Holiday Forms
10. Anesthesiologists
11. Kraft Mill PSM Committee
12. Medical/Dental
13. Welding School
14. #5 PM Roll Handling Utility
15. Stock Prep Vacation Block

1. Grievances:

01-09: Disciplinary Action

- **USC** – If the letter is taken out of the employee's file the grievance will be resolved.
- **MSC** – The letter has been removed.

01-12: Disciplinary Action

- **USC** – The disciplinary action taken exceeded the violation compared to past instances.
- **MSC** – According to the July 2000 memorandum, no coaching will be done on serious safety violations. This was a clear violation.
- **USC** – We will accept the written reprimand. Also request that a permanent posting of discipline for safety violations.
- **MSC** – Don't see the need to re-post, but can reinforce this at monthly safety meetings with new employees.

01-13: Scheduling

- **USC** – Need to be made whole on nights, pay O.T. for day off, and call time.
- **MSC** – The schedule was posted the preceding week, (Exhibit 4, page 121). Employees are paid 12 hours and have night off to work 5th day.
- **USC** – Will respond at next month's meeting.

01-14: Failure to Provide Work

- MSC – Employee was called in on day off, but wasn't needed. He was sent home after 30 minutes.
- USC – Owed a Call Time. No requirement for more hours of pay.
- USC – Grievance withdrawn.

2. #3 P.M./Groundwood Rate of Pay/Other

- USC – Agree that the 2% and 2.5% increase should occur when they go back to #3 PM/Groundwood.
- MSC – Lump sum will be prorated on date when the employee returns to the job or would have returned if they decline their grandfather rights.

3. Smoking Rule

- USC – What is the direction of this tobacco/smoking rule?
- MSC – We do need to clarify this. The blue squared areas are the only tobacco/smoking areas.
- USC – Need to make sure that tobacco smoking doesn't affect non-tobacco smokers.
- MSC – Need guidelines for setting tobacco/smoking areas in some areas.

4. 16-Hour Scheduling

- MSC – 16-hour days will not be routinely scheduled. Only when there is no other option. We will check old meeting notes on past policy.

5. Household Towel Vacations

- MSC – During the weeks of 4/30 and 5/7 a towel line will be down. We will allow people to take any unused vacation and/or 6/1/01 – 5/31/02 vacations during that time by seniority preference.
- USC – Agreed.

6. After the Fact Floating Holidays

- MSC – Converting Rolled had 20 After the Fact F.H. last week. ½ were for O.T. the other ½ run short or trainers. Converting Folded – shut machines down. It is appropriate to ask the reason they are missing work to determine the validity of need, i.e. is it a bonafide absence?

7. Tug Captain/Mates

- USC & MSC - Submitted tug O.T. call-in proposals. To be determine at the next meeting.

8. Asbestos

- USC – Would like to keep program for employees that are currently in it until they retire.
- MSC – Will check again and respond back.

9. Floating Holiday Forms.

- USC – Put a note on the Floating Holiday form that they must notify upon calling that they are on a Floating Holiday.

10. Anesthesiologist

- MSC – Contract is signed.

11. Kraft Mill PSM Committee

- MSC – They are treated as bargaining unit workers and are subjected to the standard area vacation allotment. They are all doing the same task and are not subject to overtime (last option).
- USC – You should check with JSC for any changes in pay.

- **MSC** – Agrees.
- **MSC** – The employees in question (5) are not working out of the bargaining unit or receiving set-up pay. They are on special assignment and are receiving the Digester rate of pay.
- **USC** – Should receive rate of the job. Bring to JSC for O.K.
- **MSC** – Can be used for overtime as a last resort.

12. Medical/Dental

- **USC** – Need employees to see the letter of Medical/Dental information.
- **MSC** – We will have it published in the weekly newsletter.

13. Welding School

- **USC** – If it is mandatory then employee should be paid.
- **MSC** – We need to find out what is happening in regard to the welding requirements.

14. #5 PM Roll Handling Utility

- **MSC** – Labor Pool people who are assigned to #5 PM will get paid #5 PM Roll Handling Utility rate not the operator rate.

15. Stock Prep Vacation Block

- **MSC** – Proposed blackout periods.
- **USC** – Employees asked last month if there were going to be any black out dates. They were told there would not be.
- **MSC** – This is late in the process and we do need to take another look at this.

Next Meeting: Wednesday, May 16, 2001

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for the Union	Date	for Management	Date