

JOINT STANDING COMMITTEE MEETING MINUTES

April 19, 2000

Present:

USC – Roland Lee, Larry Reandeu, George Brajcich, Mike Bouse, Bill Taylor, Dan Duvall

MSC – Keith Larson, Joe Hertig, Shawn Wood, Frank Walsh, Scott Beckstrom, Mark Schneider

Agenda:

1. Grievances: 00-04, 00-05, 00-06, 00-07, 00-08
2. Stores Labor Pool Needs/Stores Security & Congestion
3. Hard Hats
4. Wood Processing
5. Vacation Sign-up Request Form
6. Grandfather Rights - #4 Paper Machine Displaced Employees
7. Inventory – Rolled Side Curtailment/Labor Pool/Lay-Offs
8. Aetna – Denials
9. Naturopath (Alternative Medicine)
10. Box Facial Schedule
11. Manufacturing Skills Standards Survey
12. MSG - Overtime & Call-In Policy
13. Bill Taylor's Last Meeting

1. Grievances:

00-04: Re: MSG

- MSC – Working to resolve management issues with 966. Safety issues (training) are also being addressed.

00-05: Maintenance Department Assignments

- MSC – Handed out revised Maintenance Transfer Process by Shawn Wood. There are no area rights or Grandfather Rights for Maintenance areas.
- USC – Wanted to stay with existing process. New process is within Management's rights, but will cause more problems.
- MSC – Suggests putting the new policy into the Standing Committee Minutes to clarify the intent of the original policy.
- JSC – Agrees to include the revised policy in the minutes (removing the last line of the revised policy). Will bring revised guidelines to next JSC meeting.

00-06: Overtime Issue in Shipping Department

- USC – No clear policy on how to fill the job. Could be a grievance with filling either job (Barges vs. 3&4 Paper Machines). USC asking for a clear policy on how to fill openings in Shipping, (with input from crews.)
- JSC – When would the floating person be called in?
- MSC – **Keith Larson** will follow-up with **Norm Dittrich**. Resolution of grievance will wait until next month.

00-07: Oilers Assigned Maintenance Work

- **USC** – At one time the Mill did have an air conditioning mechanic in the A-2 package, but the mechanic left and some of his tasks went to B&B Heating & Cooling. Work now has been assigned to A-5 which mean Company can not contract out in the future. Desired settlement: Management needs to review such changes at Joint Standing Committee for input.
- **MSC** – Agreed that communication of the change could have been done better. Management reserves the right to have an outside contractor do this work in the future, but prefers to have more work done “in-house” for cost reduction.

00-08: Overtime

- **USC** – Withdraws the grievance.

2. Stores Labor Pool Needs/Stores Security & Congestion

- Stores needs two employees for several months for special needs. Will be done by mid to late September.
- Will lock counter doors for security, and to reduce congestion.

3. Hard Hats

- Pulp Mill (North & South sides) will be a hard hat area during the Kraft Mill outage. Also between the #5 Paper Machine building and the 1&2 Paper Machines building. Also applies to Utilities/Lime Kiln areas.

4. Wood Processing

- **MSC** – The subgroup met and published notes. **Joe Hertig** reviewed his understanding of the progression ladder seniority.
- **USC** – Reviewed the Union understanding. The demotion did not occur properly.
- **MSC** – Needs to meet again with **Carl Lang, Frank Walsh, and Mike Woods** to address issues. **Joe Hertig** will follow-up.

5. Vacation sign-up Request Forms

- Current form has been revised to remove the management sign-up bullet.

6. Grandfather Rights - #4 Paper Machine Displaced Employees

- Employees bumped out due to Groundwood shutdown do have Grandfather Rights.

7. Inventory – Rolled Side Curtailment/Labor Pool/Lay-Offs

- **MSC** - Excess tissue capacity in West may cause 50,000 cases curtailment. (Impacts 7/8 and 3,4&5 Toilet Tissue areas.) The training pool budget has been exhausted. This will impact the Labor Pool training schedule in the Converting Department and we could see some lay-offs (up to 20) as early as next week. Vacation season starts in late May, so the lay-offs could last approximately 4 weeks.
- **USC** – Can we use these people to allow increased vacations during May (banked vacations), or could they begin using next years (6/1/2000) vacations? Also, there may be a need for additional helpers for Mechanics/Oilers during the extended down.
- **JSC** –
 1. If entitled to three (3) or more weeks of vacation, and it will not negatively impact mill operations, employees can use extra vacations (above vacation leveling limit) by May 29, 2000 based on first-come first served basis. (Seniority breaks ties.)

2. People who are facing lay-offs, and have earned vacation for June 1, 2000, can use that vacation instead of being laid-off.

The intent of this is to avoid lay-offs. Jobs not available for back-fill from labor pool do not apply.

8. Aetna - Denials

- USC has a list of UCR's that have been denied and is requesting the Company's help to get these paid. (Medical & Dental)
- MSC – Will provide needed support.

9. Naturopath (Alternative Medicine)

- USC - understands that alternative medicine providers can not disable employees. Wants clarification on if Naturopathic Physicians are covered on the P.P.O. plan.
- MSC – Will follow-up and respond.

10. Box Facial Schedule

- USC – Reported that some individuals are working five 12-hour shifts at the compressed rate. MSC -Scott Beckstrom will follow-up.

11. Manufacturing Skills Standards Survey

- MSC – We have been asked to participate in a 16 page, 30 minutes questionnaire. We will need approximately 30 employees to volunteer to complete this survey.

12. MSG – Overtime & Call-In Policy

- USC approved (attached).

13. Bill Taylor's Last Meeting

The USC & MSC expressed their appreciation to **Bill Taylor** for his many years of experience and wisdom provided to the JSC, and as usual – Bill had the last word!

Next Meeting: Wednesday May 24, 2000

for the Union

Date

for Management

Date