

JOINT STANDING COMMITTEE MEETING MINUTES

April 20, 2004

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Paul Burgher, Rick Erickson
MSC – Keith Larson, Ann Fleck, Tom McGuigan, Scott Beckstrom, Frank Walsh
JSC = Both

Agenda:

1. Grievances: 04-04, 04-05
2. Maintenance Call-Ins
3. Smoking Area/Warehouse D
4. Special Assignments
5. Stock Prep Vacations
6. Posting for Fire Protection
7. 3, 4, 5 & 9 Organization Changes
8. Safety
9. Scheduling
10. Shift Change/Relief Issues
11. Evaluations

1. Grievances

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- **JSC** – Settled at 1st Step and withdrawn.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** – Requests answers on multiple employee grievances in a timely manner.

2. Maintenance Call-Ins

- **USC** – Requests that a check be made to assure that the Clockroom's call-in list is in order of seniority for Maintenance call-ins.
- **MSC** – Agreed as a courtesy, but we reserve the right to call in for special skills/knowledge when necessary to get the work done.

3. Smoking Area/Warehouse "D"

- **USC** – Requests a smoking area near Warehouse "D".
- **MSC** – Requests a suggested location and will look into it.

4. Special Assignments

- USC – Requests an update on where people are assigned to special assignments.

5. Stock Prep Vacations

- USC – A proposed change at mid-year occurred and wasn't run through the JSC.
- JSC – S. Beckstrom, M. Carlson, Paul Burgher to sit down and work out, since May 1st is the deadline, need to workout soon.

6. Posting for Fire Protection:

- USC – The posted job has several qualifications that weren't run through the JSC. There is a lot of interest in the job. Job description requires 5 years fire fighting, First Responder, ICS. Looks like management is putting requirements on the job so management can pick someone.
- MSC – We actually trimmed the requirements.
- USC – Would like company to review the requirements.
- MSC – The position was restructured and has more qualifications. It will be analyzed.
- USC – Agrees.

7. 3, 4, 5 & 9 Organizational Changes

- USC – Reviewed T. Winn's letter and agrees that it is a step in the right direction. USC thinks that they should take it a step further and get together with T. Winn. One possibility is to crew baggers etc. with dedicated people for a limited time to stabilize production and safety.

8. Safety:

- JSC – Several employees, both Union and Management will be traveling to other mills to find out what they are doing in safety to make their workplaces safer. Hopefully this will provide us with new ideas. Will report out when visits are complete. In the meantime we encourage you to work safely and watch out for each other.

9. Scheduling:

- MSC – Requests a memorandum of agreement of understanding that Friday's official schedule for compressed workers can be moved to Friday at 6:00 p.m.
- JSC – Let's try this for three (3) months starting 5/3 to see if it works.

10. Shift Change/Relief Issues:

- USC – Will contact BOLI to see if the negotiated agreement around shift change courtesy relief is a problem.

11. Evaluations:

- USC – Concerned that the supervision has not been in place long enough to evaluate employees.
- MSC – Manager reviews all evaluations.
- USC – Requests that Manager sits in on the interviews.
- MSC – Supervisor can do the evaluations and Manager will review.
- USC – Asks that we Management do a better job explaining the evaluations.
- MSC – Agrees. We will work with department to better communicate the evaluation process and how it works.

Next Joint Standing Committee Meeting – Wednesday May 19, 2004

For the Union

Date

For Management

Date