

JOINT STANDING COMMITTEE MEETING MINUTES

April 20, 2005

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeu, Rick Erickson, Paul Burgher

MSC – Ann Fleck, Scott Beckstrom, Frank Walsh, Shawn Wood

JSC – Both

Agenda:

1. Grievances – 05-03, 05-04, 05-05, 05-06
2. Hourly Safety Resource Positions
3. Journeyman Rate of Pay
4. Shipping/Unitizing Vacation Freeze
5. Medical Status on Box Facial Employee
6. Meal Tickets
7. Tug Mate – Job Posting
8. Tug – Removal of Bunks
9. Tug – Contracting Out
10. Filling Bids
11. Inappropriate use of Safety Shoe Funds
12. Vacations
13. Job Eliminations
14. #3 Pulper

05-03:

- USC – Grievance 1st Step answer was inappropriate. Situation was addressed by H.R. USC believes paying the Call Time is appropriate compensation for not being called.
- MSC – Based on past discussion, believes it was the employee's responsibility to check the final schedule.
- JSC – Will look for memorandum of agreement or other documentation that defines when we've agreed it's the employee's responsibility to check the final schedule and when it's the company's responsibility to notify.

05-04:

- USC – Believes Kraft Mill did not follow Call-in Procedure, Step C.
- MSC – Will hold timely.

05-05:

- USC – Presented grievance and will provide some examples.
- MSC – Agrees that unqualified operators should not be operating equipment they are not trained on. Will hold timely.

05-06:

- USC – Believes assigning a second trade (Oiler) to Millwrights will cause problems. Would prefer Mechanics to pick or choose a trade to improve quality.
- MSC – Believes this is a good fix in the short term to bridge the gap to cover retirements and training delay. There is no contractual violation and this is expected to be temporary. Lube Mechanic is a primary trade, but training through apprenticeship takes more time than we have.

- **USC** – Is the company trying to hire more Journeymen Lube Mechanics?
- **USC** – Yes
- **USC** – Agrees no contractual violation. Grievance withdrawn.

2. Hourly Safety Resource Positions

- **MSC** – We have received tentative approval for four (4) Safety Resources provided we are able to identify qualified individuals to fill the roles.
- **JSC** – Agree having safety resources in the right thing to do and need folks capable of doing the work. Next steps include getting input on how other mills select safety resources and how they determine compensation.

3. Journeyman Rate of Pay

- **USC** – Wauna A-2 Journeyman rate is \$27.75. Halsey is advertising in the Longview Daily News for Journeyman at a rate of \$29.495. It is making it tough to compete for qualified mechanics. USC is asking if company would consider making a rate adjustment for the mechanics. The Wauna Mill has done rate adjustments when we were falling behind the industry rates in the region.

4. Shipping/Unitizing Vacation Freeze

- **MSC** – Presented a vacation freeze for the June shut-down.
- **USC** – Does not like the late notice and does not believe Shipping/Unitizing needs to be frozen. Labor Pool employees could fill in.
- **MSC** – Understands the concern over the late request, but will freeze this year's vacations during the down.

5. Medical Status on Box Facial Employee

- **USC** – Requests medical restrictions and status on Box Facial employee.
- **MSC** – Employee's restrictions have caused him to be laid off temporarily because we have no work available for him within his medical restrictions.

6. Meal Tickets

- **MSC** – Applebee's is having trouble getting their Corporate Office to make a decision regarding Wauna Meal Tickets. If they don't get an answer soon we will not be making this change.

7. Tug Mate – Job Posting

- **MSC** – All of the bidders have been exhausted – they either did not have the proper licensing or declined the bid. There is one remaining employee on the bid list who is eligible to take the licensing test that we may consider. If this doesn't work Company will need to go outside to fill the position.
- **USC** – Concerned that since the last employee on the bid list doesn't currently have the license so we should either re-bid and include a timeline of getting licensed on the bid or proceed with going outside now.

8. Tug – Removal of Bunks

- **MSC** – In order to reduce our risk of injury and the associated liability, we are removing the bunks and kitchen area on the tug. Time on the boat will be limited to time working on the boat. Crews may use the break areas provided on land.

9. Tug – Contracting Out

- USC – Asks if the Company is looking at contracting out the tug services.
- MSC – As long as the tug is cost effective vs. other available options we will continue to operate it.

10. Filling Bids

- USC – Would like to understand why so many of the bids have not been filled.
- MSC – Several reasons – in some cases it's simply because filling bids takes time. We also have a couple of situations where the bidders have some medical restrictions that need to be evaluated against the jobs they are bidding. In many cases, we have put bids on hold until we have more information about our staffing needs in those areas.
- USC – Believes if the bid is listed as active that we should proceed with contacting the senior bidder.
- MSC – Will work on auditing the open bids and inactivating those that will not be filled at this time .

11. Inappropriate Use of Safety Shoe Funds

- USC – Would like management to reconsider the disciplinary action that was recently taken.
- MSC – Will not withdraw disciplinary action.

12. Vacations

- USC – Quoted Kelly's comment that there were not going to be any lay-offs during the June outage. Will the company consider extra vacation allotments?
- MSC – This will need to be considered on a department by department basis depending on the different needs each area has during the outage.

12. Job Elimination

- USC – There are lots of rumors about job elimination, i.e. Accenture etc...
- MSC – Company currently focusing on salaried reorganization, not currently in the process of eliminating any hourly positions. Future automation and efficiency changes may result in staffing changes. As a result we are not hiring entry-level operations employees.

13. #3 Pulper

- MSC – Start-up date for the extended down will be in mid May. Stock Prep won't be able to cover both so a #4 operator (4th or 5th Hand) will work with additives. Will run continuously during the extended outage, but only intermittently after that, i.e. water washes.

Next Joint Standing Committee Meeting – Wednesday, May 18, 2005

For the Union

Date

For Management

Date