

JOINT STANDING COMMITTEE MEETING MINUTES

April 22, 2003

Present:

USC – Rick Erickson, Larry Reandeau, Ron Jones, Leroy Crabb, Paul Burgher, Ram Manthe
MSC – Keith Larson, Jim Lepin, Frank Walsh, Scott Beckstrom, Chad Davis, Becky Phillips,
Mark Schneider

JSC = Both

Agenda:

1. Grievances: 03-19, 03-21, 03-22
2. Converting Staffing/Blue Slips/Pay/Probation
3. Scheduling Vacation for #6 PM
4. #6 Training Program
5. #6 Contractor Review
6. March 6th Meeting
7. Job Bid Posting
8. Job Bid Probationary Period Clarification
9. Kraft Mill Safety Meeting
10. Double Bids
11. HIPPA
12. Wood Processing Relief
13. Out-of-Bargaining Unit Employees
14. Oiler Update
15. Military Leave
16. Tool Box Policy
17. Cell Phone Policy
18. MSG Training Requirements
19. Meal Tickets
20. Paper Test Relief

1. Grievances:

03-19 Kraft Mill Progression Issues

- See attached resolution.

03-21 Storeroom Scheduling

- **USC** – Employee should have been scheduled for the counter and would have been eligible for O.T. during Yankee Grind. Employee was scheduled for Counter the weeks prior to the Yankee grind and after the grind. Because of schedule employee went from Hyster dispatch to Daihatsu during the grind, but should have followed the 1-month rotation. Employee should be made whole.
- **MSC** – Employees were scheduled for the week based on long standing past practice. Supervisor knew that the employee was asking for overtime, but was not assigned to counter so she wouldn't be eligible for the overtime unless others who were first on the list declined. Our answer remains the same. The employee was properly scheduled for the week and, per the department's scheduling practices, she was not in line for the overtime.

03-22 #6 Paper Machine Bidding

- **MSC** – As a result of a grievance resolution, three (3) Paper Test employees were deemed not qualified for the #6 PM A Pool bid after the bid had been closed. The Joint Standing Committees agreed to add these employees to the #6 PM B Pool bid list to resolve these grievances. One Pulp Test Relief employee, whose job was eliminated, was given the opportunity (on a one-time only basis) to add his name to any of the unfilled bid lists. He chose to only add his name to the PM6 B Pool bid list.
- **USC** – Explanation accepted.
- **USC** – Grievance resolved.

2. Converting Staffing/Blue Slips/Pay/Probation

- **MSC** – Proposes to resolve department seniority by establishing a date after the last group has completed their 60 days. The employees would all Blue Slip for department seniority in order of mill seniority on the same day for each job. Blue Slip date for department seniority is the first day that the first person went to the job.
- **USC** – 60-day clock starts when training starts for pay issues and probation. Reason for this is equipment is starting up. Equipment/Wrappers start first on a 3-week schedule per line so lower rungs of a ladder will start first.

3. Scheduling Vacation for #6 PM

- **JSC** – Employees need to schedule their vacations in the department in which they are presently blue slipped. If the department you move to has frozen dates that conflict with your vacation (# 6 only), you will need to reschedule your vacation for a later date in your new department.

4. #6 Training Program

- **MSC** - Mark showed the new computer training program and worksheet for reviewing employee progress. This is similar to document/process being used in Converting now. It's a tool to help people be successful. If employee is not progressing and is having difficulties then the worksheet will point out what they need to work on. If the employee is struggling and won't make it, this tool could be used to spot problems early enough to fix the problem. If no progress is being made then will be used with other input to decide if employee is sent back.

5. #6 Contractor Review

- **MSC** - Job is running about 85% union and 15% non-union. Greenberry is non-union and is doing 30 MC pipe tie-ins. The main piping contract has not been decided yet. Spirit is non-union and will erect the machine. They have built the majority of machines in North America in the last several years.

6. March 6th Meeting

- **JSC** - March 6th meeting was referred to in the last JSC meeting minutes as a “Special Standing Committee Meeting”. Should be referred to as an informational meeting.

7. Job Bid Posting

- **JSC** - We will post new bids in Clock Alleys, but will eventually move toward using the computer for all bids in the future.

8. Job Bid Probationary Period Clarification

- **JSC** - Bids are for 60 calendar days, not 60 working days.

9. Kraft Mill Safety Meeting

- USC - One crew needs 1-hour overtime. (1 crew 13 hours/1 crew 12 hours).
- MSC – Will check.

10. Double Bids

- JSC - An employee cannot accept a bid for 60 days prior to going to the #6 project because the employee would have insufficient time to complete the probationary period.

11. HIPPA

- MSC - Donna can work with employees to get insurance information if they are present. If they are not present they need to fill out a form for each carrier before she can work on it.

12. Wood Processing Relief

- USC - Chip technician job was filled with wrong relief. See March meeting minutes, item #6.
- MSC – Will review.

13. Out-of-Bargaining Unit Employees

- USC – Union needs to review and approve extension requests. Questioned several employees' status.
- MSC - Jeff Kaul has been on the Passport project and will be going to #6 to continue with Passport. Other employees will be back May 5th. Will check on others.

14. Oiler Update

- USC – Believes all Oilers are training for A-2 and therefore there are no A-5's remaining.
- MSC – Suggested a separate review meeting regarding A-2 and A-5 issues.

15. Military Leave

- MSC – GP covers up to one (1) year if called up. Existing memorandum of agreement covers 2 weeks of guard duty.
- USC – Accepts GP policy. Memorandum of agreement still in effect.

16. Tool Box Policy

- MSC – Added a sentence. “Will reimburse employees up to \$1,000.00 with receipts.” See attached.

17. Cell Phone Policy

- MSC – Reviewed. Effective immediately, see attached.

18. MSG Training Requirements

- MSC - OSHA requires new training and testing for crane operators. Will do some more study with smaller joint committee.

19. Meal Tickets

- MSC – Omelettes & More in Longview will be added.

20. Paper Test Relief

- JSC –
 1. First ask those with grandfather rights.
 2. Use existing Pulp Test posting, but explain that it's for Paper Test not Pulp Test Relief.
 3. Re-post (if necessary) as Paper Test Relief.

*Next meeting: **Wednesday, May 21, 200***

For the Union

Date

For Management

Date