

More informational meeting to be scheduled for week of June 25th.

Responses to following questions are in bold. Agreed upon at the June 13th Standing Committee meeting.

PM 4 Crew Informational Meetings

6/4/07

B-Crew Questions and Notes:

A. What will be the options for the additives/lead personnel when the machine is shut down?

1. Bump back down the stock-prep additives department progression ladder per the contract. **As per contract, move back in same direction as move-up. Will try to have answer about how Progression ladder will look by mid-July.**

2. Would like to be able to move into bumpable jobs. Is this being considered and what are the bumpable jobs? **No, will be done as per contract. Bumpable job list is being formed. Will be distributed as soon as available.**

3. Consider what will be done with duties that 1 & 2 paper machines have for the lead man. **Several options are being looked at.**

Add other possible duties to this list. Follow-up: Tony B, Steve C., Dan H. and Frank W.

B. Will rate retention be put into place and what will it look like? Also consider the timing. **To be discussed at Standing Committee meeting, Wednesday June 13th. 1:00 pm. This issue is still in discussion.**

1. Have looked at the language from the Groundwood and PM 3 shutdown.

Curt Ollila has committed to looking at the details and taking this to the Standing Committee. **This language is null and void and not pertinent to current situation.**

2. Should a date be picked as the cut-off for determining blue slipped status. Then those individuals would retain the rate of the most current blue slip.

This issue is still in discussion.

C. For those that defer going to other departments (at the request of management), how are they to be compensated if PM 4 is asked to shutdown periodically and they are shorted on hours of work. (Like the 5/27 shutdown where people were called off of work and lost one day of pay.) **Notice to be given to Department personnel, shift manager's, and weekend duty coverage that unless #4 PM is going to be down over 48 hours, employee's will be allowed to work doing clean-up, etc on machine.**

D. Look at the details of exercising bump rights. Example: An individual takes a bid to another department and declines after 59 days. Then what? He/she cannot go back to the PM 4 job. Would they bump another bumpable job?

Bidder has their bid, then the right to bump if bid job doesn't work out.

Bump person has their bump, then Labor Pool if bump doesn't work out.

If 2 bids already used, no bidding, has 1 bump, then labor pool if bump doesn't work out.

Will the two bid per year limit affect the No. 4 folks in the case of a shutdown.

Discussed at Standing Committee meeting, Wednesday June 13th. 1:00 pm.

Continue as per previous agreement. Only 2 bids per year allowed.

E. If an individual is deferring going to another job that pays higher or is accruing overtime, how is he/she compensated for staying on No. 4 to see it through the shutdown?

Note: The bid job is being held for them.

It is not the intent for anyone to "lose money" by staying on #4 PM till shutdown. If a Senior bidder who stayed on #4 PM till shutdown, accepts a higher paying job, they blue slip on the job, then back pay for the amount lost will be paid.

F. Is a severance package still a viable possibility for PM 4 and the additives people?

Discussed at Standing Committee meeting, Wednesday June 13th. 1:00 pm. There is interest of "Severance Packages" by both parties.

G. Would like to see a list of bumpable jobs.

Kay Crist and Larry Reandean is working this up.

Note: Would like to have an HR representative and union standing committee person present at future meetings.

Representation by Union Officials will be at the meetings

H. Can compensation in the form of P-Pay or spot bonuses be considered for professionalism in dealing with the shutdown process and sticking with the machine?

Yes, as per the following guidelines.

Guidelines for Requesting a Spot Bonus

- ✓ **Must be a specific event**
- ✓ **Must be above normal action / activities**
- ✓ **Must be measure and metrics must show change**
- ✓ **Must create value**
- ✓ **Must be sustainable**

I. Explore with other departments the possibility of job bidders going off to train/work in other departments (bidded department), when No. 4 is shut down unannounced. (Like on 5/27). This would avoid them being penalized for staying with PM 4.

Example: A 1&2 paper machine bidder would go over and work/train with 1&2 crews if PM 4 is down and folks are being sent home.

Notice to be given to Department personnel, shift manager's, and weekend duty coverage that unless #4 PM is going to be down over 48 hours, employee's will be allowed to work doing clean-up, etc on machine. It is considered unsafe at this time to allow people to "short-term" train.

C-Crew: Questions and Notes

6/6/07

Note: Curt O. is looking to get a separate standing committee meeting set up for the end of this week or early next week (week of 6/11) to discuss all of the forthcoming issues around the No. 4 PM shutdown.

Standing Committee meeting, Wednesday June 13th. 1:00 pm

1. In the future, when No. 4 is asked to shut down, let's have a game plan to deal with the folks scheduled to work on the machine., ie provide work doing clean-up or other value added tasks.

Notice to be given to Department personnel, shift manager's, and weekend duty coverage that unless #4 PM is going to be down over 48 hours, employee's will be allowed to work doing clean-up, etc on machine.

2. Tony Benson has drafted a work schedule that allows us to cover the machine. Vacations and Floating Holidays are to be covered with OT. **This is done and handed out to crews.**
3. Is it possible to train a few labor pool people for the bottom jobs on No. 4 to help with coverage during the July and August period.? **This will be looked at as individuals become available for placement in the mill.**

4. How much post shutdown work will need to be completed? i.e. machine clean-up and mothballing.

"Probably have 1-2 weeks of worth of work" for a limited group of people.

Not known at this time how many will be needed, but expect it to be a minimal amount of people to "Moth-Ball" machine. Management will continue to pursue a buyer for the machine or its components. We would want to make the machine look good.

5. Will No. 4 PM crews work the 3rd and 4th of July? There is nothing right now that says we will not. **Schedule is not known at this time. It will be based on business needs.**

6. The groundwood business closure file has been reviewed by Frank Walsh.
- Will look to develop a "bump packet" for the No. 4 PM shutdown scenario.
Discussed at Standing Committee meeting, Wednesday June 13th. 1:00 pm. More informational meeting to be scheduled. We urge people to attend their Union meetings and ask questions.

7. PM 4 folks need to know what their rights or options will be. Others throughout the mill in bottom (bumpable jobs) will need to know as well.
Discussed at Standing Committee meeting, Wednesday June 13th. 1:00 pm. This is fully understood by all parties and we are working to get answers.

8. Would like to see a written policy on how the short term shutdowns of No. 4 PM will be handled from a staffing/scheduling standpoint.

Notice to be given to Department personnel, shift manager's, and weekend duty coverage that unless #4 PM is going to be down over 48 hours, employee's will be allowed to work doing clean-up, etc on machine.

9. Would be nice to have some recognition for past years' hard work and dedication.
- What might this look like?

There are plans to have some sort of shutting down #4 PM function. Ideas and input can be given to Tony Benson.