

JOINT STANDING COMMITTEE MEETING MINUTES

May 15, 2002

Present:

USC – Larry Reandeau, Claude Weaver, Robert Manthe, Leroy Crabb, Rick Erickson
MSC – Keith Larson, Joe Hertig, Jim Lepin, Scott Beckstrom, Frank Walsh

Agenda:

1. Grievances: 02-04, 02-11
2. Shipping/Unitizing Progression Ladder
3. Barge Loader Safety
4. Kraft Mill Progression Ladder
5. CMMS
6. Labor Pool Employee Status
7. Out-of-the-Bargaining Unit Hours
8. Insurance Premiums
9. Vacation Pay
10. Salaried Employee Returning to Bargaining Unit
11. Schedule Change for Medical Condition
12. PEO
13. Truck Shop/Material Handler Relief
14. Vacation Hours of Donated Vacation
15. 1&2 Paper Machine Complaint
16. Overtime Swap Form
17. Training Policy
18. FMLA
19. Maintenance Bid Process
20. Maintenance Apprenticeship Testing/Selection
21. Steam Plant Schedule
22. Quality Technician A
23. Non-Maintenance Employees Welding

Announcements:

- There will be visitors in the Mill today from State and Local government to talk about #6 Paper Machine permitting.
- There will be a test on the alarm system at 12:00 noon today.
- New Employees
 - 2 this week (1 Instrument Mechanic, and 1 Painter)
 - 8 Labor Pool on 5/24/02
 - 2 Electricians on 6/3/02
- Job Analysis meeting scheduled for 5/21/02.
- Air permitting meeting tonight at Clatskanie High School
- Lewis & Clark bridge repairs meeting tonight in Rainier, and May 16th at Longview PUD.

1. Grievances:

02-04: Bid Transfer – E&I

- MSC – Referred back to 1st Step to develop list of items employee needs to work on.
- USC – Employee was to work on issues and was to be assigned to #4 E&I Maintenance Crew when done.
- MSC – At this time the employee can be transferred to any area where he wouldn't be working alone. This does not include #4 P.M. Need to revisit to ensure understanding.
- USC – Agrees, hold timely.

02-11: Outside Contractor

- USC – Withdrew. No contract violation.

2. Shipping/Unitizing Progression Ladder

- MSC – Increasing barge traffic into/out of mill, which is causing an imbalance of work load. Have had to use Labor Pool employees at bottom and move up ladder. The proposed progression ladder addresses this need/issue. Essentially the two ladders will be combined with a split at the top. Will have the same number of jobs. Jobs will be re-assigned.
- USC – Many concerns. How will top job be filled?
- MSC – Fewer trucks, more barges.
- USC – Why change progression ladder for this type of change? It may change again in the future.
- MSC – Adds flexibility; current direction is toward more barges.
- USC – Concerned about truck door not having spare time to be freed up.
- MSC – Not our belief. We need to be flexible and this option will provide that. This is a work in progress. Need to train and review with the crews with a target date of July 8, 2002.
- USC – Have switched things back and forth in the past several times, but not without problems. Would it be possible to leave the ladders alone and make one of the jobs more flexible?
- MSC – Willing to look at all options.
- USC – Will work with Norm to look at other alternatives and options.

3. Barge Loader Safety

- USC – Concerned about number of trips barge loader makes and safety issues. What is being done to address these issues?
- MSC – New roadway and ramps are being installed. Also have done some ramp maintenance.

4. Kraft Mill Progression Ladder

- MSC – Looking at progression ladder changes to address safety and training issues. Haven't reviewed with crews. It is currently in the development stage. Will involve crews. There is no timeline, but will start working on it after the mill shutdown.
- USC – Concerns about knowledge base of process and bottom rung starting on R-8 generator.
- MSC – No pre-set ideas. Willing to look at all options.

5. CMMS

- USC – Are more employees being added?
- MSC – Would like to add Jeff Kaul for unknown time – out of bargaining unit
- USC – Agreed to 10 months.

6. Labor Pool Employee Status

- USC – What is his status? He is no longer a County Commissioner.
- MSC – Will follow-up.

7. Out-of-the-Bargaining Unit Hours

- MSC – Partial report handed out. Some areas are missing, but this is what it looks like.
- USC – Defined – In bargaining unit “Assigned and paid a negotiated rate.”
- MSC – Agreed. Out of bargaining unit – assigned and paid a non-negotiated rate.

8. Insurance Premiums

- MSC – Would like to understand how Union derived their rates.
- USC – Provided some back-up information.
- JSC – Scheduled a meeting for June 18th.

9. Vacation Pay

- USC – Why can't we pay vacation the way we used to?
- MSC – Naheola is on a weekly payroll (will be changing in July to bi-weekly) and allow their employees to sell vacation. Currently there is no way to get money back if the vacation is cancelled.
- USC – Second issue – two employees are receiving the same vacation rate of pay, but they are working different jobs.
- MSC – Will follow-up.

10. Salaried Employee Returning to Bargaining Unit

- MSC – G. Jacobson will be returning to the bargaining unit.

11. Schedule Change for Medical Condition

- MSC – Would like to have the option for an employee with a medical condition to temporarily work 4 – 10 hour days at the Blue Slip rate of pay, without overtime.
- USC – O.K. Based on medical requirements.

12. PEO

- MSC – Proposed to pay PEO members \$3.00 for all training hours retro to April 1, 2002. Will provide some special “gear” in recognition of their value to the mill. Scheduling will be dealt with on a case-by case basis. Live fire training is being sought.
- USC – Would like to have this shared with them.
- MSC – J. Svenson will advise.

13. Truck Shop/Material Handler Relief

- MSC – Not enough relief hours in each job to encourage a relief to sign up. Want to combine these two relief positions.
- USC – Concerned about blocking the Material Handler position for people on restricted duty.
- MSC – Up to 21 weeks of vacation available for these 3 jobs. No bidders on truck shop; will have an opening in Material Handlers position, so good time to combine. Haven't used it for restricted duty employees.
- USC – Agrees.
- MSC – Will post.

14. Vacation Hours for Donated Vacation

- USC – Person who takes the vacation gets the hours.
- MSC – Agrees.

15. 1&2 Paper Machine Complaint

- USC – Issue involves a 2-hour Floating Holiday, wrong person called in. Need to follow process.
- JSC – Urges person to follow department rules for finding coverage.
- MSC – Will follow-up with Scheduling Committee.

16. Overtime Swap Form

- USC – Would like to see Converting Overtime Swap Form used mill-wide.
- MSC – Will bring to next months meeting for review.

17. Training Policy

- MSC – Revised to attempt to address issues.
- USC – Did you refer to contract Section 25, A, 12 Qualifications?
- MSC – Intent is to have a training program that insures employee is ready to do the job. Process is for training next 1 or 2 jobs up ladder, not current job.
- USC – Understand the concept/issues. Already have ways to deal with people who can't do the job. Concerned about applying this over entire group and losing objectiveness.
- MSC – If done well we will have objective standards, specific to job.
- USC – Don't want to by-pass seniority due to "qualifications".
- MSC – This provides structure and focus for getting someone qualified to do a job. Will adjust as needed. Plan to move forward in sharing throughout the mill.
- USC – When talking about training, we were talking about training, not qualifying people.
- MSC – Understood, but can not do in a vacuum.

18. FMLA

- USC – New process is cumbersome. Employees have found out that they don't need to go through this process for the first few days. We do have some options. For example on intermittent leave, only need to fill out 2-page form.
- MSC – Will look into and respond based on current law and G-P requirements.

19. Maintenance Bid Process

- USC – Have cases of recently hired employees passing tests for journeyman, but fail interview process and don't get job. How does this happen?
- MSC – To hire someone, it is a combination of interview and testing. Interviews are job specific.

20. Maintenance Apprenticeship Testing/Selection

- MSC – Based on company expert, employee can take tests twice. We will pick the best of the scores on these two tests and use that in determining overall score. If an employee has interviewed for one craft, can interview again for a different craft. For same craft, employee can interview 1 time every 4 years unless the employee gains new skills. A person who interviews can contest/challenge one (1) interviewer (including a salaried person). Interviewers don't know what written test scores are. Based on qualifications, senior person gets the job. Selection is reviewed by committee, which includes H.R., Maintenance Management and one (1) Union Representative if desired.

21. Steam Plant Schedule

- USC – For senior moves, people on vacation are not included. This didn't happen.
- MSC – May have been done wrong.
- JSC – Will try to resolve issues.

22. Quality Technician A

- MSC – Handed out C. Rathfon's response to J. Davis' job issues.
- USC – Will follow-up with J. Davis.

23. Non-Maintenance Employees Welding

- MSC – Haven't fully processed this yet. Will consider this after the June down. Want to table this issue until later.

Next meeting: Wednesday, June 19, 2002

For the Union

Date

For Management

Date