

JOINT STANDING COMMITTEE MEETING MINUTES

May 16, 2001

Present:

USC – Mike Bouse, Rick Erickson, George Brajcich, Claude Weaver, Dan Duvall

MSC – Keith Larson, Joe Hertig, Will Laport, Tim Winn, Frank Walsh

Agenda:

1. Grievances: 01-13, 01-15, 01-16, 01-17, 01-18
2. 16-Hours Scheduling
3. Tug Overtime Call-In
4. Asbestos Physicals
5. Attendance Program
6. Security Upgrades
7. Welding Apprenticeships
8. Lump Sum Repayment
9. Groundwood Q&A
10. Utilities Job Combination
11. Oiler Letter A5 to A2
12. Labor Pool Scheduling
13. Smoking Committee
14. Progressive Discipline
15. Clean List
16. JSC Meeting Minutes
17. PSM

1. Grievances:

01-13: Scheduling

- USC – Withdrawn.

01-15:

- MSC – Did not get a chance to give 1st Step answer. Company has sent it to supervisor for 1st Step response. Union now has 1st Step.
- USC – Hold 01-15 timely.

01-16: Smoking Areas

- MSC – Smoking areas are designated by area. Some areas are on a trial basis. 3,4&5 T.T. area is an outside existing area that was a smoking area for a long time. Considering employee concerns, fire hazards, etc. the inside areas were removed. Open to suggestions if there is a new area that will satisfy concerns.
- USC – Asks to keep timely.

01-17: Scheduling – Converting

- MSC – Scheduling mistake was made. Once discovered the junior person who had worked approximately 6 hours was sent home and the senior employee who should have worked was paid. It should be noted that trainees who are in training with an operator may work in these training situations when senior employees might not be working.

01-18: #5 Paper Machine Roll Handling Utility

- MSC – Handed out D. Campbell's clarification of #5 Paper Machine Roll Handling Utility duties.
- USC – When working as a Roll Handler should be paid as Roll Handler, and will help if needed for machine hay outs. This job would be put in for job analysis if job duties expand beyond as currently described.

2. 16-Hour Scheduling

- MSC – K. Larson reported findings from search of minutes.
- USC – C. Weaver will also search.

3. Tug Overtime Call-In

- MSC – Provided overtime scheduling SOP. There is rotating list for the Tug Mate Relief.

4. Asbestos Physicals

- USC – Requested medical monitoring be continued for current employees in program.
- MSC – Will continue for the employee who is the insulator, but will review cases that would be brought up in the future.

5. Attendance Program

- MSC – The threshold on absenteeism has been 2.5% since 1/1/98. Threshold will be decreased to 1.6% effective 9/1/01, with a rollout of the revised policy beginning now.
- USC – Please attach data to minutes. See attached.

6. Security Upgrades

- MSC – Changes will be made to the East parking lot to require all vehicles to enter and exit past the security post. All employees have to carry picture ID's by September 1, 2001 or ASAP.

7. Welding Apprenticeships – Clarification about Welding School

- MSC – Welding classes will be a requirement for Pipefitter/Welder Apprentices, and like other requirements they are the responsibility of the employee similar to an Electrician Apprenticeship. Company pays for classes but does not compensate for time. This is being substituted for ICI bookwork. Since this impacts several people who have bid on the job openings, the requirements need to be clear before the current postings are filled.
- USC – Does not believe it should be mandatory, and if mandatory the Company must compensate for time.
- MSC – Will go back and review with Welding and Mechanics Committee.

8. Lump Sum Repayment

- MSC – D. Goodwin reviewed the process for collecting repayment of lump sums for the employees when they return to #3 Paper Machine/Groundwood Mill.

9. Groundwood Q&A

- Q&A with affected employees were reviewed. Clarification of crew alignments. It was discussed that there would be a senior crew and the remainder of employees would be balanced over the other three crews. This will be published with the minutes and sent to the affected employees.
- **USC** – Concerns over rumors. Lacking information the rumor mill is running strong. Asks for timely information sharing. USC requests that senior operators be used for turning the machine over for testing. Recalls to the department should be by seniority. There is a rumor that the machine would be checked out on overtime. What would be the rate of pay for senior employees on overtime for machine checkout? What happens to grandfather rights? If machine doesn't start up they haven't lost their retained rates or grandfather rights. Can they exercise this in the future?
- **MSC** – Power issues causing serious review of start-up timetable. Waiting for decision from BPA. Lacking BPA, info other decisions are on hold. Power issues impacted Bellingham shutdown. A. Grantham responded to machine checkout stating that tags were hung and identifying equipment to checkout. The plan is to use operations on an organized checkout. Al will verify this. We are reviewing options to take advantage of an opportunity in June to turnover the machine will give us a chance to lube bearings. Al would like to do this regardless of October decision. This is a few hour task and probably the source of overtime rumors. Some operators would be pulled for 1 – 2 days with 6 – 8 hours of runtime. Rate of pay would be current pay at overtime. No paper would be made, or steam etc. Al thinks he would do this by getting the senior available. Depending on the department they are currently working in, the senior may not be available so he would try to get the most senior employee. This temporary work would not establish the employee at the higher rate of pay.
- **JSC** – Decision was made to deal with additional questions in a separate publication.

10. Utilities Job Combination

- **MSC** – Due to noise issue exposure, bottom 2 jobs will be combined to reduce exposure by rotating and sharing work. Will be submitted to Job Analysis.

11. Oiler Letter A5 to A2

- **MSC** – Handout on A5 to A2 declaration of interest. Once interested Oilers declare interest then they will enter the testing process. Existing openings – senior people were Oilers so this needed to be resolved because it was holding up welding apprenticeship.

12. Labor Pool Scheduling

- **USC** – Employees were scheduled 24 hours in three 8-hour shifts and one 12-hour. Doesn't constitute full weeks.
- **MSC** - J. Hertig will look at each individual case. T. Winn indicated that the work scheduled on Sunday was scheduled incorrectly and Sunday work was cancelled and moved to Monday. There was also a grievance filed yesterday. J. Hertig and T. Winn need to look at this.

13. Smoking Committee

- **USC** – The union has voted not to continue to participate in the Tobacco Use policy/Committee.
- **MSC** - Suggests that union reconsider that employees (hourly) be encouraged to voluntarily participate in the committee since decisions made will impact the hourly workforce. To disengage in the process isn't helpful. The December report out was not intended to be the end of the Committee, and the negotiating effort in bargaining was intended to go the length of the contract. This was bargained. Co. requests USC to review negotiating notes regarding the Committee.
- **USC** - will review.

14. Progressive Discipline

- **USC** – Does not agree with Department Heads that everything has to go to H.R. and does not like 2-step suspension/termination. Department Heads should have authority to resolve as they see fit without H.R. involvement.
- **MSC** – Will take under advisement.

15. Clean List

- **USC** – Believes clean list has expanded too far and wants to eliminate it.
- **MSC** – Will take under advisement and discuss at the next meeting.

16. JSC Meeting Minutes

- **USC** – Requests more availability of minutes in Converting, i.e. hard copies and/or mill Intranet.

17. PSM/Risk Management

- **MSC** – Handed out PSM/Rick Management Guideline manual, which requires union support and participation and involvement from the employees in the jobs with union support.

Next Meeting: Wednesday, June 20, 2001

for the Union

Date

for Management

Date