

# JOINT STANDING COMMITTEE MEETING MINUTES

May 18, 2005

## Present:

USC – Ron Jones, Ram Manthe, Larry Reandeu, Rick Erickson, Paul Burgher, George Brajcich  
MSC – Ann Fleck, Dan Brown, Larry Atwood, Frank Walsh, Shawn Wood  
JSC – Both

## Agenda:

1. Grievances – 05-03, 05-04, 05-05
2. Fit Testing
3. Safety Resource Positions
4. Journey-Level Maintenance Rate Adjustment
5. Status on Employee Medical Issues
6. Vacation Leveling
7. Vacation Notification
8. PQ&D Posting of CPSC
9. Reasonable Accommodation for Box Facial Employee
10. Yard Crew
11. JSC Attendance
12. Using Labor Pool During the Down
13. Safety Issue

### 05-03:

- MSC – Agrees that employee should have been notified. He missed work, but was not penalized. He should not be compensated. Need to clarify the employee's responsibility with single mill scheduler, etc.
- USC – Agreed.

### 05-04:

- MSC – Situation was different that 12/8 and 2/14 schedule. Only the Bleach Plant was shutdown and we utilized only Bleach Assistants for extra coverage. Under normal conditions we would have just used people on shift, but called in extra Bleach Assistant because of size of maintenance list.
- USC – Agreed.

### 05-05:

- USC – Withdrawn.

## 2. Fit Testing

- USC – Mechanic concerned about fit testing and issues around beard. PEO is compensated when called out. Would he be compensated when wearing PPE for line break? If he doesn't feel safe can he refuse job?
- MSC: Regarding compensation; this is routine maintenance not hazmat response. OSHA rule states no hair in sealing surface of mask.
- USC – Employee has requested transfer to a difference crew, until transfer will he have to do the job?

- **MSC** – Yes. He’s done the job in the past and the higher level of PPE will make the job safer.
- **USC** – Request that S. Wood, L. Atwood and R. Jones go to shop and communicate again with mechanics.
- **MSC** – S. Wood will set up.

### **3. Safety Resource Positions**

- **MSC** – L. Atwood handed out the application form for the position.
- **JSC** – Line of progression seniority needs to be retained.
- **USC** – Wants change from 90-day probation to 60-day.
- **MSC** – O.K.
- **JSC** – Needs to clarify that after the 60-day probationary period, job is for 1 year. That is the length of the current agreement.
- **MSC** – Working on a pay adjustment to make employee whole for doing the Safety job. Doesn’t want money to be the reason people want the job, but also don’t want the employees to loose anything.

### **4. Journey-Level Maintenance Rate Adjustment**

- **USC** – Proposal to discuss maintenance rate of pay prior to negotiations to put mill in competitive position for journey-level rates of pay. Where are we at?
- **MSC** – Wants to discuss framework for discussions to be negotiated in contract negotiations.
- **USC** – Would prefer discussing wages prior to negotiations so it doesn’t look like maintenance is getting an unfairly high adjustment at time of negotiations.
- **MSC** – Concerned that a rate adjustment at this time would negatively impact mill costs/case costs and raise sensitivity.
- **USC** – The mill is currently paying \$2.00/hour less than Halsey ad they are advertising in our papers with higher wage rates. If we can attract candidates with higher level skills case costs should go down.
- **MSC** – Not willing to look at it at this time, but will consider

### **5. Status on Employee Medical Issues**

- **MSC** – 1<sup>st</sup> employee has not been released to return to work. At first he was not following directions, but now he appears to be following the appropriate steps to get the benefits he is entitled to. 2<sup>nd</sup> employee had been having difficulties with MetLife, but now has been disabled by the doctors.

### **6. Vacation Leveling**

- **USC** – #5 Paper Machine vacation leveling went from 4 to 3. Utilities were sent back to Labor Pool. Tried to get a vacation scheduled through the Labor Pool, but were denied.
- **MSC** – Issue is if they were in vacation leveling calculation then they sign up in #5PM. If they aren’t in the calc they should schedule though the Labor Pool. Will investigate.
- **USC** – If position has gone away need to review the job status.
- **MSC** – O.K.

### **7. Vacation Notification**

- **USC** – Vacation sign-up ended on May 1<sup>st</sup>. It has been over two weeks, but the initial sign-up list has not been posted for Converting
- **MSC** – Ann will follow-up with K. Crist and N. Nicholson.

**8. PQ&D Posting of CPSC**

- USC – If job is filled for over 6 months we need to post. Union believes that the employee is doing something different than the job he’s blue slipped to. Wants a job description, where it fits in the ladder, and where he is in regard to seniority.
- MSC – Need to look into this. Quality group is being restructured. Will look at options to make it better.

**9. Reasonable Accommodation for Box Facial Employee**

- USC – Even though the employee has hired a lawyer, the union still needs to represent the employee and wants an answer.
- MSC – Employee’s restrictions prevent him from working and ADA clause prevents us from assigning OT elsewhere if we don’t do that for all employees.

**10. Yard Crew**

- MSC – The Supervisor position is being eliminated, but the hourly jobs are not. The hourly jobs will report to other ladders, but at this time the plans have not been finalized as to which ladders the jobs will go.

**11. JSC Attendance**

- USC – Two mechanics and one Pulp Slab employee need to be released for Standing Committee meeting
- MSC – Will move the meeting to the 4<sup>th</sup> Wednesday of June.

**12. Using Labor Pool during the Down**

- USC – Labor Pool should be used in lieu of contractors.
- MSC – Agrees.
- USC – If hole watches are scheduled for days, they should follow a lettered crew.
- MSC – Agrees.

**13 Safety Issue**

- USC – Mill Electrician concerned about LOTO on electrical [redacted] with contractor and grounding. Has concerns of PPE being worn, tagging, etc... Issues have corrected, but there were many issues with this contractor and we’re going into a major shutdown.
- MSC - If, during the down or any time, there is something that doesn’t look safe please get in touch with the Safety manager.

**Next Joint Standing Committee Meeting – Wednesday, June 22, 2005**

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For the Union

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Date

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For Management

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Date