

JOINT STANDING COMMITTEE MEETING MINUTES

May 19, 2004

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Paul Burgher, Rick Erickson, George Brajcich

MSC – Keith Larson, Ann Fleck, Scott Beckstrom, Shawn Wood

JSC = Both

Agenda:

1. Grievances: 04-04
2. Maintenance Call-Ins
3. Shift Instrumentation Policy
4. Badges for Electricians
5. Curtailment
6. Stock Prep Safety Rules
7. MSG Issue
8. Special Assignment/Out-of-Bargaining Unit
9. Fire System Inspector
10. MetLife/S&A Claims
11. #6 Paper Machine Start Time
12. Meal Tickets
13. Addendum Exhibit A-4
14. Safety Policy – Jewelry
15. May 24th Special Meeting

1. Grievances

04-04: Maintenance Transfer Policy

- USC – Requests that company consider two years vs. the current three years. Did we tell new Millwrights that they were going to be in an area for a specified period of time, i.e. three years?
- MSC – No, they get told where they are going, but not the length of time. Company believes that the 1st Step answer is appropriate and there is no contractual basis for grievance.
- USC – Recognizes that there is no contractual basis, but they are voicing the memberships dislike of the changes, and will appeal to Kelly Wolff.

2. Maintenance Call-Ins

- USC – Did the list change from seniority to alphabetical? Some shops are by seniority and others aren't.
- MSC – Calls are made to home crew first or special skills for job. (January '99/March '99) Mechanic's Committee proposed seniority, then went back to alphabetical. MSC wants the Clockroom to contact the maintenance supervisor then have the maintenance supervisor call in by special skills if special skills are required. If person is called by the Clockroom they are supposed to tell the Clockroom if they are on vacation or a Floating Holiday.
- JSC – Last month's minutes did not accurately reflect the discussion. We will try the above proposal and evaluate.

3. Shift Instrumentation Policy

- **MSC** – Handed out a change to Shift Mechanics Policy to include Instrumentation. Instrument Mechanic Reliefs will be picked in May whereas the other mechanics are picked in December.

4. Badges for Electricians

- **MSC** – Handed out notice from the State of Oregon that says that electricians have to wear a badge that is visible.
- **USC** – Suggest we talk to trades and have further discussion about how we will hand this.

5. Curtailment Schedule

- **MSC** – Handed out an updated Converting curtailment schedule.
- **USC** – Clarified that 3-crew schedule is paid as day workers. Recommends approximately 15-minute crew meetings to explain plan and options.
- **MSC** - Talking about plans for curtailment. Schedules will be finalized dependent on vacations and granted time off. One crew may be sent to the Labor Pool for re-assignment. Other mills are already in some curtailment. Kelly Wolff reported we may need 2 – 3 days curtailment on two tissue machines during the mill shutdown.

6. Stock Prep Safety Rules

- **MSC** – Handed out Department Safety Rules for Stock Prep.

7. MSG Issue

- **USC** – When W. Merriman went to maintenance did that open a position for L. Cottrell? Trying to sort this out. Is the retirement of B. Scales going to cause an opening?
- **MSC** – We currently have one opening as a result of B. Scales retirement. We are evaluating the need for certain skills and the requirements to run the cranes.
- **USC** – Check the records because we talked about the requirements to run the cranes.
- **MSC** – We will look into the requirements. Our main concern is ensuring we have qualified folks that can safely operate the cranes, so we are taking a look at the qualifications we need.

8. Special Assignment/Out-of-Bargaining Unit

- **MSC** – Ann passed out a summary of the employees who are over 300 hours YTD. Some challenges to list.
- **USC** – Concerns about out-of-bargaining unit and in-bargaining unit. USC concerned about the company's choices of special assignment. Some departments take advantage of this. Membership is pushing towards no more extensions. There are several employees who appear to have been away from their regular jobs for over six months and we need to understand what they are doing. When they are charged to a department they aren't working in, it adds to the cost structure and when costs are high management is forced to make other cuts. Their seniority is only protected for six months. If it is a salaried job - fill it. If it's an hourly job - post it. USC would like to look at hours for a full calendar year for those on Special Assignment. Would like calculation based on not doing your progression ladder job. If in excess of 6 months then they need to go back to work or lose their seniority.

9. Fire System Inspector:

- **MSC** – We are going to pull the posting. No one has accepted the bid. P. Davis has announced his retirement. As a result, we are redesigning those two positions into one job. T-rate will be established, and we will post for the current vacancy. When Pete retires we

will decide if we need to fill the second position. The fire fighting experience requirements will drop from five to three years.

10. MetLife/S&A Claims:

- **MSC** – MetLife administers our Sickness & Accident benefits. Corporate is beginning to implement employee initiated S&A benefit claims, where the employee will actually call in their own claims, and not go through the H.R. department. The policy of calling the Clockroom and reporting absences will remain the same, and there are still some processes, such as FMLA, in which employees will still need to contact HR. More information will be shared as we implement the new process.

11. #6 Paper Machine Start Time:

- **MSC** – Per the contract the official start time for #6 Paper Machine is 7:00 a.m. and 7:00 p.m.
- **USC** – Requests again, that management consider revising #6 P.M. start at 6:00 a.m. and 6:00 p.m.

12. Meal Tickets:

- **MSC** – The Azteca in Longview declined participation in the Meal Ticket program.
- **USC** – Nominates Weigant’s Big Guy in Clatskanie. They will be asked if they want to sign the standard agreement.

13. Addendum Exhibit A-4:

- **MSC** – Handed out the newly printed addendum. These will be distributed throughout the mill over the next couple of weeks.

14. Safety Policy 05 – Jewelry & Hair:

- **USC** – Thinks our existing policies are O.K. During tours of other G-P mills varying degrees of adherence to corporate jewelry policy exists, so it looks like it is mill specific.
- **JSC** – This would be a JSC issue not a SAC issue.

15. May 24th Special Meeting:

- a) Appeal A04-04 was resolved.
- b) NLRB charge was resolved.
- c) The schedule for starting times for the 7/8 Toilet Tissue operations during the 6/1/04 – 6/20/04 curtailment will be 6:00 a.m. – 2:00 p.m., 2:00 p.m. – 10:00 p.m. and 10:00 p.m. – 6:00 a.m. to accommodate the Westport Ferry schedule.

Next Joint Standing Committee Meeting – Wednesday June 16, 2004

For the Union

Date

For Management

Date