

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**May 21, 2003**

## **Present:**

**USC** – Ron Jones, Leroy Crabb, Paul Burgher, Ram Manthe

**MSC** – Keith Larson, Jim Lepin, Frank Walsh, Scott Beckstrom, Chad Davis,

**JSC** = Both

## **Agenda:**

1. Grievances: 03-21, 03-23, 03-24, 03-25, 03-26
2. #6 Project Issues
3. Blue Slipping Before Completion of 60-Day Probationary Period
4. Employees Working Out-of-Bargaining Unit
5. Probationary Period Extensions
6. Last Chance Agreement
7. Meal Ticket Value
8. Summary Plan Description
9. #4 P.M. Downtime
10. Kraft Mill Safety Meetings
11. A-2/A-5 Update

## **1. Grievances:**

### **03-21 Storeroom Scheduling**

- **USC** – Reviewed with grievant. Suggests senior blue slip employee has first opportunity at overtime in job classification. Will review scheduling process with Stores Shop Steward and develop a path forward. Shop Steward, grievant and management will discuss scheduling policy.

### **03-23 Kraft Mill Scheduling**

- **USC** – Understands that management has the right to use trainees to cover overtime as needed. Management did this, but omitted a name from the call list.
- **MSC** – Used a trainee who was on shift to cover vacancy.
- **USC** – Vacancy filled by trainee on shift, but senior employee who was also training on Recaust on day off was not called.
- **MSC** – No overtime was paid. We are not required to call in for overtime if trainee/or employee is available on straight time.
- **USC** – Employee training does not lose seniority rights to their blue-slipped position.
- **MSC** – Grievant was not skipped on call list.
- **USC** – The call-in process was exhausted and grievant was omitted.
- **JSC** – Tabled for additional fact finding.

### **03-24 Kraft Mill Scheduling**

- **USC** – Concerned about training. Understands cost reduction, but a balance must be kept.
- **MSC** – Training is important, but loss of one day did not compromise training. Employees do not work the job until they are comfortable.
- **USC** – Grievance closed.

### **03-25 Call Time**

- USC – Employees worked 2 hours, 10 minutes over on their last night shift.
- MSC – Will make whole with call time for grievants. Grievance resolved.

### **03-26 Kraft Mill Vacation Sign-Up**

- USC – Chlorate job was not awarded until after 5/1/03. Employee was in a stand-alone job.
- MSC – Chlorate job was part of the Kraft Mill progression ladder on 4/22/03. Management has the right to determine vacation.
- USC – Employee signed blue slip in May and should not be in same vacation grouping.
- MSC – If blue slip is May 1<sup>st</sup> or later grievance will be sustained.

## **2. #6 Project Issues**

### **Probation Pay**

- MSC – Proposes to waive the 10% reduction in pay for probationary period only for employees going to #6 project.
- USC – Should consider removing 10% reduction in pay for all job bids.
- MSC – Only for #6 employees at this time.
- USC – Agreed.

### **Double Bidding**

- MSC – Successful #6 bidders will be asked to choose which bid they want, but not required to turn down contingency bid, up to 60 days prior to their #6 training start date.

### **Vacation**

- MSC – #6 employees must take a minimum of two (2) weeks of vacation for the 2003 – 2004 vacation year, but may bank up to five (5) weeks if unable to take. Additional issues will be looked into by the JSC.

### **ABT Converting Operator Adjuster – 2<sup>nd</sup> Position**

- MSC – When 2<sup>nd</sup> posting is exhausted we will slot up in progression ladder during 60-day probation.
- USC – Agreed.

### **#6 Back-Fill Blue Slips**

- MSC – An employee returning to old job from #6 will bump existing blue slip back-fill employee. Employee bumped goes back to previous job with grandfather rights.
- USC - Agreed.

## **3. Blue Slipping Before Completion of 60-Day Probationary Period**

- MSC – Departments must wait to blue slip employees until they have completed their 60-day probationary period even if they have completed their training and are working the job.
- USC – Agreed.

**4. Employees Working Out-of-Bargaining Unit**

- USC – Requesting updated quarterly report.
- MSC – Will provide
- MSC – Requests extension until October for four (4) maintenance employees: M. Flukinger, D. Thompson, J. Rudolfi and J. Lannigan.
- USC – Need to fill maintenance salary positions. Work is being contracted out. Agrees to 60-day extension.

**5. Probationary Period Extensions**

- MSC – Requests probationary extension on two maintenance employees.
- USC – Agreed.

**6. Last Chance Agreement**

- USC - Employee has had a good record for 15 months, requests to clear Last Chance Agreement from file.
- MSC – Will consider.

**7. Meal Ticket Value**

- USC – Requests increase in value.
- MSC – Value will stay at \$7.75 for length of the contract.

**8. Summary Plan Descriptions**

- USC – Why did members get the summary?
- MSC – Issued from Corporate once a year.

**9. #4 P.M. Downtime**

- MSC – Due to downturn in business, #4 P.M. may be down 2 days at 4<sup>th</sup> of July, and possibly Labor Day, Thanksgiving and Christmas. Will keep JSC informed.

**10. Kraft Mill Safety Meetings**

- USC – Paid employees for courtesy relief. Change of meeting times being discussed.

**11. A-2/A-5 Update**

- MSC - A-2/A5 Meeting is scheduled for June 5<sup>th</sup> at 1:30 p.m.

*Next meeting: **Wednesday, June 18, 2003***

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For the Union	Date	For Management	Date