

JOINT STANDING COMMITTEE MEETING MINUTES

May 24, 2000

Present:

USC – Roland Lee, Larry Reandeau, George Brajcich, Dan Duvall, Rick Erickson, John Gorley

MSC – Keith Larson, Joe Hertig, Shawn Wood, Frank Walsh, Scott Beckstrom, Jeremy Burnett (Scribe)

Agenda:

1. Grievances: 00-04, 00-05, 00-06, 00-09, 00-10
2. Woodmill Issues
3. Vacation Carryover
4. #5 Paper Machine Roll-Handling Utility (Filling) Rates of Pay
5. Additional Bump Jobs
6. Maintenance Vacation Guidelines
7. Notification of Contracting Out
8. Drug Testing
9. Tobacco Committee
10. Safety Concerns
11. Lump Sums for “Retained Rate” Employees
12. Vacation Day at a Time
13. AETNA
14. Steam Plant Vacations
15. Spring Down Meals
16. Fab Shop
17. Proof Read Contract
18. Calling/Clockroom Calls
19. One Time Bump
20. Overtime/Layoff's
21. Box Facial 16-Hour Shifts

1. Grievances:

00-04: Re: MSG

- **MSC** – Presented 5/17/00 memo from Mike Woods and Will Laport (see attached).
- **USC** – Has concerns with safety and using the right equipment for the right job in a safe manner. The grievance wasn't concerned with the skill of the operator. **USC** apologizes if any one was offended. **USC** accepts memo.

00-05: Maintenance Department Assignments

- **MSC** – S. Wood presented revised 4/24/00 Guidelines & Policies for Maintenance transfers (see attached).
- **USC** – Reviewed and accepted revised policy.

00-06: Overtime Issue in Shipping Department – N. Dittrich

- MSC – Calls in people who match job skills – not seniority.
- USC – Extra work or job classification? Any written SOP?
- MSC – More extra work happens and thus needs another person.
- USC – Extra work policy must be followed, need to see guidelines.
- MSC – Extra worker is scheduled in as a Barge Loader. If needed in other areas he/she will go.
- USC – Need to get more information.
- MSC – Will check last years schedule (call-ins) to see how it was handled.

00-09: Blue Slipping Greenwood Employees up the Progression Ladder

- USC – Cecil Abbott Retired, senior move should have been made at that time per C. Ryan in Paper Mill.
- MSC – Cecil Ryan timing was different than Greenwood. Greenwood was being closed thus no move-up should be made. Position did not exist.

00-10: Working Over 16 Hours

- USC – Supervisor needs to keep on task knowing when people will time out and not permit working beyond 16 hours.
- MSC – Agreed, but you must make the work area safe before leaving.
- USC – Read Section 15E, page 12. Must deal with safety issues and supervisors must keep on task.
- MSC – Journeymen should have a good grasp on task and time required and to let the supervisor know if there are issues. Needed to notify the Union. MSC – Would pay Call Time for all 4 affected employees.
- USC – Employee didn't do anything wrong. Did his work as required. Management must follow 16-Hour Rule. SAFETY!!!
- MSC – Will pay one Call Time to each, and notes will confirm that we will adhere to the 16-Hour Rule.
- USC – Will review the resolution.

2. Woodmill Issues – M. Woods and C. Lang

- MSC – In question is the Grandfather Rights of M. Hegnes. Link Belt will be sold.
- USC – Grandfather Rights to the Link Belt should go to L. Coalman.
- MSC – Hegnes needs the hours on the boat to get trained and licensed. No employee is being wrongly used or disadvantaged.
- USC – Agrees that no one is disadvantaged.
- MSC – Coalman couldn't do the Tug Mate position.
- USC – Didn't agree to leave C. Larsen on Link Belt and Hegnes on tug, just train Hegnes. Can only run a person up a rung on the ladder for a week. If additional time is needed then it must go through the Standing Committee. MSC needs to research who was sent to the pool and make whole. Put Larson in the pool and move Coalman to the Link Belt.
- MSC – Need to do more research on the moves. There is not a grievance at this time. Believes the progression ladders are correct. Need to check on B. Jackson to see if harmed, and if there is a pay issue.
- USC – Agrees that progression ladder is correct. Look at R. Ollila to check Jackson.
- MSC – C. Lang will look at Ollila and compare with Jackson.

3. Vacation Carryover – N. Dittrich

- **MSC** – Lois Barnes is currently disabled. The doctor hasn't released Lois to return to work. He will reevaluate her in 2 weeks. J. Stiles is the only person trained to fill in for her position, and she has vacation remaining for the 1999 vacation year. J. Stiles requests that her 2 weeks of vacation be carried over into the 2000 vacation year. Her bank is full; therefore it can not be carried over as banked. The carryover won't affect vacations for her co-workers. Looking into having Lois train a temp for her position. There have been no volunteers on site for training.
- **USC** – Understands that J. Stiles would use her vacation upon Lois' return. Need others to be trained, try to use someone from the Labor Pool or possibly Cami Meadows. USC – agrees to let J. Stiles carryover vacation based upon the information above.

4. # 5 Paper Machine Roll Handling Utility (Filling) Rates of Pay

- **MSC** – Use Labor Pool to provide vacation/sick relief. Have applied for a temporary rate for this position.
- **USC** – Has questions about changes to #5 Paper Machine positions and workload. Only 3 Utility positions? Questions on how the Utility position is filled.
- **MSC** – Need summer relief. There are 2 options, utilizing roll Handler (2 reliefs) or utilizing the Labor Pool. Advised to use the Labor Pool. 3 reliefs are used, but when unavailable Labor Pool will be used. Will need to train 5 people for flexibility.
- **USC** – Why is #5 P.M. different than the rest of the Mill? Fill the jobs, bid the relief jobs. Issues/Questions now vs. September proposal. Next job opening a Utility or Operator.
- **MSC** – Duration of this position is 15 weeks/year total – Summer/College type relief system.
- **USC** – Management has created a new rung of progression so must fill the job by bids.
- **MSC** – Can't fill the job with senior people because of vacation, could limit vacations or bring in summer help.
- **USC** – Understand – just questions how the job is filled. Must follow labor contract, i.e. bidding process.
- **MSC** – Not in ladder...just needed a temporary rate. Questions of availability – pull people up when needed, not necessary to keep rung full. Management will post the job and use the trained people in the interim. Job will be posted as "Seasonal". It would be a position in the ladder, but labeled as "seasonal". Agreed to bid the one Roll Handling Utility vacancy.

5. Additional Bump Jobs

- **MSC** – Three more Bump Jobs have been identified.
 1. Robot Driver
 2. Auto Bagger 3,4&5
 3. Quick Stock on #47No other layoffs are anticipated this summer. Will use contract as ruling...will check on temp/perm.
- **USC** – These would be permanent not temporary. If #47 bumped...only would use if Quick Stock / not operate. Agrees with QS 3,4&5 and Robot Driver, not with #47 QS. Don't bump #47 because of safety and history.
- **MSC** – Agrees on Robot Driver and QS 3,4&5, will defer #47 QS.
- **USC** – G. Brajcich will find safety grievance that relates to QSM #47 and give to S. Beckstrom for reference.

6. Maintenance Vacation Guidelines

- MSC – Submitted Maintenance Vacation Guidelines SOP (see attached).
- JSC – Review times where more people can have vacation at a certain time. Will review sop.

7. Notification of Contracting Out

- MSC – Submitted revised Notification of Contracting Out SOP (see attached).
- USC – Will review and take to Mechanics Committee for review.

8. Drug Testing

- MSC – Will be implementing **June 1st**.
- USC – If positive test how will the employee get home?
- MSC – Transportation will be found. We can't keep people from driving home, but could notify authorities of person driving. Still would do all possible to provide transportation.
- USC – What about prescribed medications?
- MSC – That information should be disclosed to the nurse at the time of the test. Results will be verified. Clockroom will notify nurse/lab/spouse and transportation.
- USC – Want to make sure people know the protocol, false results and transportation costs, etc.

9. Tobacco Committee

- MSC – Need to form committee – would like 3 representatives from the Union
- USC – Will get names to MSC.

10. Safety Concerns – D. Wenger

- Dick Wenger reviewed his expectations regarding compliance with safety rules.

11. Lump Sums for “Retained Rate” Employees

- MSC – Proposed to work out details with Negotiating Committee.
- USC – Need a list of people who did/didn't receive the 2% lump sum, and the employees that the 2% was taken from. Need to discuss various issues.
- MSC – Want to help people who lost their jobs with the lump sum.
- USC – Need to get together with the Negotiating Committee (agreed on 6/6/00 at the Union Hall).

12. Vacation Day-at-a-Time

- USC – Some areas have been told that this only applies to day workers.
- MSC – Vacation day-at-a-time applies to **ALL** workers.

13. AETNA

- USC – Still miscellaneous problems with AETNA process and refunds.
- MSC – Will check with Donna on the status.
- USC - What about other issues?
- MSC – Will handle case by case.

14. Steam Plant Vacations

- USC – Problems with employee transferring into the Utilities department who has already scheduled his vacation.
- MSC – in contract, should be a non-issue.

15. Spring Down Meals

- **USC** – Not able to get hot meals after 10 hours – needs to be provided and company can't assume meal tickets.
- **MSC** – Problem is how to get hot meals at 2:00 a.m. T.V. Dinners are available.
- **USC** – T.V. Dinners are not meals per the Clockroom.
- **MSC** – Hot meals will be provided if available. Joe will/has talked to Clockroom about hot meals – they will be provided if available.

16. Fab Shop

- **USC** – Employee put in the position to bid on jobs. Should be the Planner's job.
- **MSC** – Need to specify the material they need. Need to keep in house. Employee has the skills to estimate the cost. This is what needs to be done to keep work in house.
- **USC** – Not is his job description.
- **MSC** – He needs to give list of materials and labor estimate.
- **USC** – Need to clarify what his tasks are.
- **MSC** – We need his help on how to keep these jobs in house. **S. Wood** and **G. Brajcich** will talk to employee.

17. Proof Read Contract

- **USC** – Need to set a date to proof the contract so we can get it to the printer as soon as possible.
- **MSC** – Schedule with Lump Sums "Retained Rate" meeting scheduled for **June 6th at 10:30 a.m.** at the Union Hall.

18. Calling/Clockroom Calls

- **USC** – Pager # didn't get into rolodex. Clockroom called house but didn't leave a message. Wants to know why he wasn't paged (primary number).
- **MSC** – Training issue. **J. Hertig** will resolve.
- **USC** – Clockroom needs to know what they are calling.

19. One Time Bump

- **USC** – Have record of all people who used one time bump, but need their choices.
- **MSC** – Will get info to the USC.

20. Box Facial 16-Hour Shifts

- **USC** – Was there intentions to schedule 16-hour shifts?
- **MSC** – There are no intentions to schedule 16-hour shifts.

Next Meeting: Wednesday June 21, 2000

for the Union

Date

for Management

Date