

JOINT STANDING COMMITTEE MEETING MINUTES

June 18, 2003

Present:

USC – Ron Jones, Leroy Crabb, Paul Burgher, Ram Manthe, Rick Erickson, Larry Reandeanu

MSC – Keith Larson, Chad Davis, Shawn Wood, Tim Winn

JSC = Both

Agenda:

1. Grievances: 03-23, 03-27, 03-28
2. Termination Appeals
3. A2/A5 Update
4. Maintenance/MSG Crane Training
5. #6/Job Bids
6. Pulp Tester Posting
7. Re-caust Posting
8. Electrical Apprentice Rights
9. After-the-Fact Floating Holidays
10. #6 Banked Vacation Clarification
11. Job Bid Posting
12. Mill Seniority Takes Precedence
13. Out-of-Bargaining Unit Report
14. Weekend Bridge Closure 6/27/ - 6/30
15. Floating Holiday Scheduling Guidelines
16. Chip Technician Position Elimination
17. Substance Abuse Training
18. Direct Deposit
19. Last Chance Agreements
20. Job Analysis

1. Grievances:

03-23 Kraft Mill Scheduling

- USC – No one in Kraft Mill is trained to generate a call list. They depend on the Clockroom. When the call-in list was exhausted, an operator was skipped. Grievant should be paid. Kraft Mill operators need training to develop call lists.
- MSC – Agrees to sustain grievance on non-precedent basis and will upgrade call-in list with appropriate training.

03-27 Out-of-Bargaining Unit Pay

- USC – An employee was assigned Out-of-Bargaining unit work without set-up pay.
- MSC – Converting work orders from Prime to Passport is within scope of job.
- USC – Senior Oilers do not do this on a regular basis.
- MSC – Employee was doing work that was part of the job. Not the same as Set-up Supervisor duties. No extra pay is warranted.
- USC – Will table for now.

03-28 #38 Folder Pay

- USC – Improper rate being paid to employees operating #38 Folder.
- MSC – The rate was based on the Annex Complex, not the individual Folder. The rate of pay has been paid since 3/24/03 – grievance not timely.
- USC – Will proceed to 3rd step. Disagree with MSC answer.

2. Termination Appeals

- JSC – Meeting scheduled 6/26/03 regarding appeals of S. Stanley and D. Hoikka terminations.

3. A2/A5 Update

- JSC – Any Oiler moving from A5 (Lube) to A2 (Apprenticeship) package will retain their Lube rate of pay.

4. Maintenance and MSG – Crane Training

- MSC – Millwrights and E&I employees will go through Level 3 OSHA training for mobile crane operation. Training is estimated to take 4 hours.
- USC – Need to get JSC and Maintenance Committee together to discuss and work through training qualifications and procedures for MSG and for Maintenance.
- MSC – Agreed.

5. #6/Job Bids

- USC – Employee's #6 start date changed so he should be allowed to use 1 more bid.
- MSC – Agreed to reinstate employee's bid. Did this for three (3) other employees with similar circumstances.
- JSC – Will consider reinstating bids on a case-by-case basis.

6. Pulp Tester Posting

- MSC – The position is now Paper Tester, however, we will use the Pulp Tester contingency bid list. The position is a 12-hour rotating compressed schedule, not straight days. This will be clarified in the job posting and when employees are contacted for the bid.

7. Recaust Posting

- MSC – Posting is for two (2) Relief's.
- USC – Need rate clarification.
- MSC – Will follow-up with department manager.

8. Electrical Apprentice Rights

- MSC – K. Enneberg will be the next Electrical Apprentice when an opening develops.

9. After-the-Fact Floating Holidays

- MSC – Employees do need to explain their reason for an absence in order to request an ATFFH.

10. #6 Banked Vacation Clarification

- MSC - #6 employees need to use any additional banked vacation by June 1, 2005.

11. Bid Posting

- JSC – Effective August 9, 2003, we will return to contract language for all bids. An employee needs to make a decision on the bid once contact is made, employees will no longer have 24 hours to make a decision. Bid posting will only be listed on EAS and not at the time clocks beginning on August 9, 2003.

12. Mill Seniority

- JSC – Mill Seniority takes precedence over alphabetical if a multiple transfer is made on the same date.

13. Out-of-Bargaining Unit Report

- MSC – Distributed report through June 15, 2003.

14. Weekend Bridge Closure 6/27 – 6/30

- MSC – Employees on the Washington side of the bridge need to plan ahead and be prepared for an increase in travel time. Employees will not be penalized for being late to work if they made an adequate attempt to be at work on time. Carpooling is suggested. See attached.

15. Floating Holiday Scheduling Guidelines

- JSC – The March 28, 1996 agreement trial period is now over and continues to be in effect for all Day Workers only. See attached.

16. Chip Technician Position

- MSC – Chip Technician position will be eliminated effective 7/7/03.

17. Substance Abuse Training

- MSC – Joint training (by invitation) will be held at the union Hall on 6/27 and 7/15 from 7:30 a.m. – 11:00 a.m.

18. Direct Deposit

- MSC – Endorses and strongly encourages direct deposit.

19. Last Chance Agreements

- USC – Requests that two employees have Last Chance Agreements lifted.
- MSC – One employee’s Last Chance Agreement will be lifted at the end of the year, if there are no issues in the meantime.

20. Job Analysis

- MSC – Will report out on 7/15. Jobs analyzed included: Product Quality (3), #4 PM 6th Hand/Utility, Fire Systems inspector, Quick Stock Operator Adjuster, Chlorate Make-down Operator.

Next meeting: **Wednesday, July 16, 2003**

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For the Union	Date	For Management	Date