

JOINT STANDING COMMITTEE MEETING MINUTES

June 19, 2002

Present:

USC – Larry Reandeau, Claude Weaver, Robert Manthe, Leroy Crabb

MSC – Keith Larson, Joe Hertig, Jim Lepin, Scott Beckstrom

JSC = Joint Standing Committee

Agenda:

1. Grievances: 01-46, 02-04, 02-12, A02-02
2. Shipping/Unitizing
3. Shipping/Unitizing Pay Issue
4. Labor Pool Employee Status
5. Out of Bargaining Unit Report
6. Storeroom Bids
7. Vacation Pay
8. Sniff Testing Pay
9. PEO Training
10. Overtime Swap Form
11. Rolled Converting Training
12. Union Notification
13. Paper Machine Freeze
14. 1&2 Paper Machine Complaint
15. FMLA
16. Quality Analyst
17. Strategic Alliance
18. Vacation Donation Request
19. Seniority List Corrections
20. AAA vs. FMCS
21. Vacation Not Taken Last Year
22. Rules & Policies
23. Training Policy
24. Standing Committee Investigations

1. Grievances:

01-46: Insurance Costs

- USC – Trying to re-schedule a meeting with D. Rice.

02-04: Bid Transfer – E&I

- MSC – Follow-up 3rd Step meeting with D. Wenger scheduled for 6/27/02.

02-12: Vacation Scheduling

- USC – Withdrew. No merit.

A02-02: Appeal of Termination

- USC – Provided documentation.
- MSC – Will review and respond.

2. Shipping/Unitizing

- MSC – Barge Loader position posted.
- USC – What is the status of the road work?
- MSC – Will review and respond.

3. Shipping/Unitizing Pay Issue

- USC – Day Coordinator's position is open. Senior person is not getting pay for job.
- MSC – Believe that job will be filled on an as-needed basis.
- USC – Seniority entitles employee to rate of pay.
- MSC – If job isn't being done, shouldn't get pay.
- USC – Day Coordinator should be his regular job whether he works it or not.
- MSC – Will follow-up with N. Dittrich and respond.

4. Labor Pool Employee Status

- MSC – Employee is paid Blue Slip H.H.T. rate. Has not been paid a non-negotiated rate.
- USC – No one knows what his status is. Hasn't been working in H.H.T. Is employee on special assignment?
- MSC – Will get additional information and respond.

5. Out of Bargaining Unit Report

- MSC – No activity. J. Hertig will have information through June at next meeting

6. Storeroom Bids

- JSC – Agrees that the employee who takes the one-year temporary position in the Storeroom will have grandfather rights for the next permanent relief opening.

7. Vacation Pay

- JSC – One problem found in software. Problem is being corrected.

8. Sniff Testing Pay

- USC – Technical Department employees are trained to do sniff testing. P. Davis is primary person responsible for these duties. In the past, when others have done the job full-time (during a down), the Process Tech's Blue Slip rate of pay.
- MSC – Does not agree that a person doing sniff testing should get Process Tech's rate of pay. Process Technician job is based on many duties.
- USC – Appears that we don't value work.
- MSC – The mill does value the work. Suggests getting Job Analysis rate for the task.
- USC – Agrees to evaluate

9. PEO Training

- MSC – J. Svenson has followed-up with the PEO group.
- USC – Would like to use the three-member leadership group included in communications.

10. Overtime Swap Form

- USC – Wants to standardize.
- MSC – Will solicit all forms in use for evaluation at the next JSC meeting.

11. Rolled Converting Training

- **USC** – An employee was disqualified for a move-up due to training on changeovers. Employee has been moved up in past to Head Adjuster position. Can't freeze an employee without Standing Committee involvement. Need to give him more training.
- **MSC** – Will follow-up and respond.

12. Union Notification

- **USC** – The Union Standing Committee is the proper group to notify regarding contract issues. Sending a letter to the Union Hall is not enough.

13. Paper Machine Freeze

- **MSC** – Provided supporting data to Paper Machine Freeze.
- **USC** – Have some follow-up to do. Need to document people who move around.

14. 1&2 Paper Machine Complaint

- **JSC** – Resolved.

15. FMLA

- **MSC** – Handed out examples of forms used for FMLA.
- **USC** – Employee missed two days due to a foot problem, which went on his attendance record since he was told that it didn't qualify for FMLA. Question the need for 30-day updates. Are they necessary?
- **MSC** – Yes, they are necessary. We have a need a need to document our decisions to ensure consistency.

16. Quality Analyst

- **USC** – Differences exist between supervisor and employees regarding job duties (supervisor vs. hourly). Would like to do a Job Analysis.
- **MSC** – Agrees.

17. Strategic Alliance

- **USC** – For contract issues, grievances, etc., it comes from the Standing Committee. The Executive Board speaks for the Union on other matters.
- **MSC** – Meeting set for 6/26/02 with John Nee.

18. Vacation Donation Request

- **MSC** – Employee wants to donate a week of vacation pay to the Honduras Fund.
- **USC** – No. It was not the intent of the donated vacation language.

19. Seniority List Corrections

- **JSC** – Some items identified and corrected. Will republish for employee comments. Anyone who has noticed possible problems should notify the Union or H.R.

20. AAA vs. FMCS

- **USC** – Would like to change arbitrators from AAA to FMCS.
- **MSC** – Agrees. Will draft joint memorandum.

21. Vacation Not Taken Last Year

- **USC** – Employee was off 6 months last year then came back, but couldn't schedule vacation time.
- **MSC** – It is the employee's responsibility to schedule their vacation.
- **JSC** – Agreed to assign one week while employee was on S&A, will pay one week.

22. Rules & Policies

- **MSC** – This is an effort to publish various rules and policies and get copies to all employees.
- **USC** – Agreed with upgrades, changes and new (see attached).
- **MSC** – Will be attached to JSC minutes, published on mill Intranet website, put in booklets for each department, and sent to all employees homes.

23. Training Policy

- **USC** – Concerns over training and qualifications.
- **MSC** – Suggests joint group to address issues in training policy.
- **USC** – Will provide support. How do you judge leadership qualities?

24. Standing Committee Investigations

- **USC** – Issues of scheduling and pay.
- **MSC** – Need upfront agreement on schedule changes and who pays.
- **USC** – To be discussed at Wauna Council.

*Next meeting: **Thursday, July18, 2002 (after Wauna Council)***

Attachments:

1. Wauna Mill Safety Rules
2. Wauna Mill Attendance Policy
3. Wauna Mill Smoking and Tobacco Policy
4. Wauna Mill Safety Video Policy
5. Wauna Mill Tour Policy
6. Wauna Mill Material Removal Policy
7. Wauna Mill Scrap Metal Policy
8. Wauna Mill Tools and Equipment for Personal Use Policy
9. Wauna Mill Access Policy
10. Wauna Mill Telephone and Personal Computer Usage Policy
11. Wauna Mill Workplace Violence Policy
12. Wauna Mill Weapons Policy
13. Wauna Mill Discriminatory Harassment Policy

For the Union

Date

For Management

Date