

JOINT STANDING COMMITTEE MEETING MINUTES

June 20, 2001

Present:

USC – Mike Bouse, George Brajcich, Claude Weaver, Dan Duvall

MSC – Keith Larson, Joe Hertig, Scott Beckstrom, Will Laport, Chad Davis

SCRIBE – Jeremy Burnett

Agenda:

1. Grievances: 01-15, 01-16/Tobacco Committee, 01-17, 01-18, 01-19, 01-20, 01-21, 01-22, 01-23, 01-24, 01-25
2. #5 Paper Machine Scheduling
3. Folded Converting Update
4. Mechanics' Bids
5. Storeroom Bids
6. Utility Trucker – Overtime/Call Time
7. Shift Electrician/Millwright Qualifications
8. Maintenance Safety Committee
9. PSM Training – Kraft Mill
10. Retirement Payments
11. Absenteeism Policy
12. Progressive Discipline
13. After-the-Fact Floating Holidays
14. Scheduling vs. Call-In Guidelines
15. Utilities – Technical Resource II
16. Entry-Level Qualifications

1. Grievances:

01-15:

- USC – Withdrawn without prejudice.

01-16: Smoking Areas/Tobacco Committee

- USC – Smoking area isn't safe and is located outside.
- MSC – S. Beckstrom will discuss with T. Winn.
- USC – Could use more light.
- MSC – Discussed options, S. Beckstrom to follow-up with T. Winn, et al.
- USC – The Union supports the Tobacco Committee's work towards a tobacco free mill, but the roles of the Tobacco Committee and the Union Standing Committee are separate. The Union committee members will not set policy or discipline.
- USC – Grievance resolved.

01-17: Scheduling

- USC – Resolved.

01-18: #5 Paper Machine Roll Handling Utility

- USC – Have the letter from D. Campbell. There is another rung added to the ladder. We need more clarification.
- MSC – D. Campbell clarified.

01-19: Floating Holiday Request

- MSC – Employee's absenteeism is above 2.5%.
- USC – FMLA option still needs to be resolved. (Note: grievant has no FMLA time left.)
- MSC – Scott Beckstrom will discuss with employee to see if he still wants to use the Floating Holiday thus reducing his absentee rate. (Note: Done, grievance resolved.)

01-20: Scheduling

- USC – The wrong person was scheduled for this job. They didn't do hole watch, but clean-up duties. These clean-up jobs are supposed to be filled by starting at the top and working down the ladder.
- MSC – D. Campbell responded that it looked like the employees did the hole watch and when those duties were complete did other clean-up duties – work first offered to lower rungs of the progression ladder.
- USC – To follow up with grievant.

01-21: Scheduling

- USC – Labor Pool should be scheduled top seniority down on complete week basis. These people have been scheduled with three 8-hour days, but should have been three or four 12-hour days.
- MSC – They were brought back into their old Blue Slip (seniority) positions. The schedule changed in the week and the three people were not needed.
- USC – We heard that it was scheduled wrong. Need to double check the clockroom scheduling of Labor Pool with Converting Scheduling to make sure everything is right.
- MSC – Need to determine if it was a scheduling error or schedule change. Will gather more information.

01-22: Outside Contracting

- USC – Disagree with the answer. The boxes could be made cheaper in the mill (even with overtime).
- USC – We are not obligated to notify the Union of purchases. This is good information and we will follow-up on it.

01-23: A-5 to A-2

- USC – It is in process and is being resolved.

01-24: Improper Scheduling

- USC – Labor Pool people moving around other employees.
- MSC – Have been following the procedure created in 1998.
- USC – M. Bouse will follow up.

01-25: Hot Meals

- MSC – Agrees to follow contract.
- USC – Resolved, be aware of special dietary needs that some may require.

2. #5 Paper Machine Scheduling

- **MSC** – Submitted a proposal for #5 Paper Machine Scheduling Ground Rules. This proposal puts in words what has been practiced. (See attached.)

3. Folded Converting Update

- **MSC** – Submitted holiday schedule. Also submitted Box Facial staffing schedule for going to 3 crews on July 9th.

4. Mechanics' Bids

- **USC** – Requested status of filling these bids.
- **MSC** – Currently testing and interviewing.

5. Storeroom Bids

- **USC** – People working in the storeroom out of the Labor Pool for over 6 months.
- **MSC** – There will be a posting for another relief position.

6. Utility Trucker – Overtime/Call Time

- **MSC** – When compressed workers cover for other compressed workers they will get a Call Time for night shift coverage, but a Call Time will not be paid for coverage for day shifts. A compressed worker will get a Call Time to cover a day worker.

7. Shift Electrician/Millwright Qualifications

- **USC** – There are no restrictions/qualifications for Shift Electricians/Millwrights thus in a layoff situation the senior people should fill the job.
- **MSC** – We will check on requirements for these positions.

8. Maintenance Safety Committee

- **MSC** – Looking at various options for an effective solution for a Maintenance Safety Committee.

9. PSM Training – Kraft Mill

- **MSC** – Will get answers a.s.a.p.

10. Retirement Payments

- **USC** – Need information on retirement benefits/payments. How is the insurance paid for?
- **MSC** – Will check on this. (Note: see attached.)

11. Absenteeism Policy

- **USC** – We do not agree with the 1.6% limit.
- **MSC** – Mill average is around 1.1% and does not include FMLA absences. 1.6% is still not bottom number, and 90% of employees will not be affected. Reminded USC that the 1998 change was only a first, partial shift. This is not arbitrary and not intended to be punitive.

12. Progressive Discipline

- **USC** – Reminder to follow the Progressive Discipline Policy.
- **MSC** – We will review this on a case by case basis. We recognize that the Company will have to justify any action it takes and believes/wants correction not punishment.

13. After-the-Fact Floating Holidays

- **MSC** – Working on a form for After-the-Fact Floating Holidays that will need to be filled out and verified.

14. Scheduling vs. Call-In Guidelines

- MSC – Can bring this up at the Scheduler’s Meeting.

15. Utilities – Technical Resource II

- MSC – Have authorization to fill the job. Can the employee filling the position continue for another 6 months?
- USC – Agrees, but post and fill the bottom job so there isn’t any hardships. Also take employee out of the vacation pool. (Note: both conditions have been done.)

16. Entry-Level Qualifications to Hire into the Mill and into Departments

- MSC - Will gather and provide this information.

Next Meeting: Thursday, July 19, 2001

_____ Date

for the Union

_____ Date

for Management