

JOINT STANDING COMMITTEE MEETING MINUTES

June 21, 2000

Present:

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

MSC – Keith Larson, Joe Hertig, Shawn Wood, Frank Walsh, Scott Beckstrom, Chad Davis, Jeremy Burnett (Scribe), and Dick Wenger for agenda item #2

Agenda:

1. Grievances: 00-06, 00-09, 00-10, 00-11, 00-12
2. Safety Advisory
3. Woodmill Issues
4. #5 Paper Machine Roll-Handling Utility (Filling) Rates of Pay
5. Napkin Bid
6. Probation Extension
7. Revised Cut-Resistant Glove Policy in the Folded Department
8. Tentative Schedule for July 3rd and 4th
9. #47 Quick Stock Bump
10. Converting Safety Meetings
11. Quick Stock Utility Job
12. Job Analysis
13. Steam Plant Call-Ins
14. Medical Insurance Issues
15. Access to the Beach for Fishing
16. Revised Contracting-Out Memo
17. Fab Shop
18. Contract Printing
19. Day-at-a-time Vacation
20. United Way
21. Hostler Driver

1. Grievances:

00-06: Overtime Issue in Shipping Department

- **USC** – Need written policy for O.T.
- **MSC** – Info was presented at the schedulers meeting.
- **USC** – Need written policy for extra work for extra person who can move into miscellaneous areas. On May 26th the extra covered the High Lift Operator position. Understood that the miscellaneous person would be done in May.
- **MSC** - Need to check on this.

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

- To 3rd step.

00-10: Working Over 16 Hours

- **USC** – Call time (4 hours) will be O.K. and need Manager to update the 1/30/89 letter from Al Neeley.

00-11: Bleach Plant Maintenance Overtime

- **USC** – Another Millwright was called in instead of a person from the crew. Crew believes that the call-in procedure is not being followed.
- **MSC** – It was a Mill power outage thus not area specific. Mill was down. Clockroom doesn't know what specifically is needed for the 4 people; thus Shift Millwright was a good call.
- **USC** – Why don't we have a policy to call a Shift Millwright/Electrician for general/miscellaneous problems and downs?
- **MSC** – This was a call-in for Mill wide work.
- **USC** – Will respond at next meeting.

00-12: Converting Napkin – Overtime

- **MSC** – Appropriate person was called in. The Operator wasn't trained so other employee was called in.
- **USC** – Operator was/has been scheduled for this job before, therefore he must be qualified.
- **MSC** - #47 was the only machine running. Operator must be trained on Quick Stock and on the machine.
- **USC** – If #44 and #45 run they can relieve #47 Operator. We believe he can operate the machine.
- **MSC** – Don't believe he has ever run #47.
- **USC** – Grievant had filled the Quick Stock (only) job in late April (26th or 27th).
- **MSC** – Lets get the Operator to show what days he's operated #47, and verify if he's trained.
- **USC** – Get a list for which machines were running on April 25th – 27th.
- **MSC** – Will do, but the person who was scheduled did work the shift therefore the grievance is without merit.

2. Safety Presentation – D. Wenger

Wauna has the worst LTA rate in the Corporation and our recordable rate is getting worse, not better.

- Reviewed:

Purpose:

To clarify expectations of supervisors and managers regarding safe behavior reinforcement in a way that demonstrates the importance of putting safety first so that we dramatically reduce work place injuries.

Results:

1. *Clear understanding of our failure to reduce injuries.*
2. *Clear understanding that safety is a "MUST DO", not an option.*
3. *Commitment to consistently lead safe behavior reinforcement and correct unsafe behavior/actions.*

Principles:

1. *Be Consistent*
2. *Be Clear*
3. *Be Respectful*
4. *Be Relentless – safe procedures must be followed*

We (Leaders) Must Lead the Change!

- Reviewed Safety Statement, see attached.

- Reviewed letter of 6/15/00. Will be in effect today.

- People need to do the right thing
- There has been a lack of clarity. This should rectify that and end any sloppiness.
- 90% of our efforts will go into STOP/coaching for which there will be no discipline.

USC – Concerns about violations to the 16-hour work limit rule (see 00-10) in: Converting, Steam Plant, #4 Paper Machine, and during Mill downs.

D. Wenger - There will be times when people will be scheduled to work 16 hours...as an exception. Working over 16 hours shouldn't happen. The guidelines must be followed if it does happen. Should be treated as a recordable, i.e. investigate the reasons.

D. Wenger - Need to build the "Tobacco Committee" and get them going.

USC – Tina Hutton, Mike Bouse, Greg Backlin, and Roland Lee will represent the Union on the committee.

Note: MSC members will be Shawn Wood, Karen Sampair, Mike Hoover, and John Svenson.

3. Woodmill Issues

- **MSC** – Questioned status.
- **USC** – Issues have been resolved.

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

- **MSC** –The 4th position will not be filled until needed – will cover with overtime. When needed, the job will be posted with the temporary rate.
- **USC** – When the temporary rate is set it means that there is a position that exists and must be posted. Reliefs are part of the progression ladder. Losing money on this set up.
- **MSC** – Summer help/temp not trained for other positions.
- **USC** – The job has not been posted, but it has been filled and at a lower rate of pay.
- **MSC** – Want/need the entry level job with the correct rate of pay. The job will be posted when needed. Labor Pool will not be used. The job will not be filled until needed.
- **USC** – A person will need to bid on this job.
- **MSC** – The job will be posted when a #5 Paper Machine Operator leaves the job.
- **USC** – The Roll Handler will be trained up. This will change the progression ladder.
- **MSC** – The Roll Handler will move up as needed.
- **USC** – Post it and make the people who have worked this job whole.
- **MSC** – Will review and respond.

5. Napkin Bid

- **MSC** – The most recent posting for Main Floor Napkin Operator Relief was for three (3) positions. Since the bid went up there is an additional need for three (3) more positions. Can we use the current bid list for the three (3) additional positions, or must it be re-posted?
- **USC** – O.K. to use current bid list.

6. Probation Extension

- **MSC** – Operator was two (2) weeks into a 60-day bid. Missed time due to back injury, vacation and light duty. Would like to re-start the 60-day probation when he returns.
- **USC** – Agreed.

7. Revision in Cut-Resistant Glove Policy in the Folded Department

- **MSC** – Cut-resistant gloves must be worn at all times (with one minor exception) when using knives.

8. Tentative Schedule for July 3rd and 4th

- **MSC** – Reviewed possible curtailments. Will publish final schedule by next week.

9. #47 Quick Stock

- **MSC** – How do we make #47 Quick Stock a bump job?
- **USC** – Problems if done. Needs more work and discussion.
- **MSC** – Will meet and determine pathforward.

10. Converting Safety Meetings

- **USC** – Days come in ½ hour early and nights stay after ½ hour. People are not getting paid for staying over.
- **MSC** – Paid for 12 hours up to 7:14:59. Over 15 minutes paid for extra ½ hour.
- **USC** – Could start meetings at 6:00 a.m.
- **MSC** – Pay both days and nights ½ hour extra? Will be resolved at a later date.

11. Quick Stock (Robot) Utility Job

- **USC** – This position has been used for extended time. Should make it a permanent position.
- **MSC** – There are two positions.
- **USC** – There are three positions consistently. Check Schedule. It has been filled for more than six (6) months.
- **MSC** – Will follow-up.

12. Job Analysis

- **USC** – Be sensitive to the people who are prepared and waiting to discuss their position. Some were not called upon.
- **MSC** – This was the in-plant discussion not with the board. The purpose of this meeting was to ensure the job descriptions were accurate. The job analysis board will not be here until August or possibly September.

13. Steam Plant Call-Ins

- **USC** – No consistency in call-ins for the Steam Plant. Need guideline/procedure for this.
- **MSC** – Will follow-up with department.

14. Medical Insurance Issues

- **USC** – Problems with reimbursements. How can we proceed to solve this problem?
- **MSC** – It is being worked on and will continue to work on this problem.
- **USC** – Please keep us updated. Give consideration to people who can't pay this. What about Medicare/Medicaid supplemental plans? If providence is gone do we need to find a new plan?
- **USC** – Some members have large unpaid medical claims and have had to borrow funds to pay them off. Need to consider paying interest on amount owed.
- **MSC** – Will follow-up.

