

JOINT STANDING COMMITTEE MEETING MINUTES

June 22, 2005

Present:

USC – Ron Jones, Larry Reandeau, Paul Burgher, George Brajcich

MSC – Ann Fleck, Dan Brown, Larry Atwood, Scott Beckstrom, Shawn Wood, Nathan Schaan

JSC – Both

Agenda:

1. Grievances – 05-07, 05-08
2. Safety Representative Assignment Rates
3. Out-of-Bargaining-Unit Hours
4. Quality Department
5. Wauna Council Meeting Date
6. Tug Boat Hiring
7. Employees Returning to Work
8. Retiree Medical
9. Working 10 Hours Compressed
10. Schedule Change Notification
11. Mill Scheduler
12. Scheduling the Labor Pool
13. Job Postings
14. S&A List
15. 16-Hour Rule
16. #3 Re-Pulper Overtime

05-07:

- USC – Believes that there are times that the employee could have been scheduled within his restrictions.
- MSC – 8-hour shifts were due to the employee taking 2 hours of floating holiday time. Will need to follow-up on the other instance.
- USC – Having another employee work the overtime was denied.
- MSC – We can't offer this to one employee without offering it to all employees. This is not a "reasonable" accommodation.
- USC – Presented schedules for review. Would like to hold 05-07 timely.
- MSC – Agreed to hold timely.

05-08:

- USC – Employee wasn't scheduled to work during the down. Junior people from the Labor Pool were scheduled. Clockroom didn't know he was available for work. Normally he would be arranging clothing for a down.
- MSC – Employee wasn't needed in his area for the down.
- USC – Employee wasn't offered work out of the Labor Pool.
- MSC – Past practice says that if it is less than a 48-hour curtailment the employee's are not sent back to the Labor Pool.
- USC – Suggests that the grievance be sent back to the 1st Step.
- MSC – Would like to review the 48-hour agreement and hold timely.
- USC – Agreed.

2. Safety Representative Assignment Rates:

- **MSC:** Rate calculator for compressed workers only takes into account uncontrollable overtime. Day workers would get their normal rate. If the Safety Representative is a maintenance employee, they would be the last maintenance employee to be called in for overtime. For vacations and floating holidays Safety Representatives will be treated as day workers. Benefit calculations are based on the blue slip rate. Positions should be posted on July 1st. This is a special assignment and selections will be made by candidates going through the interview process. Recommendations will be made to the Mill Manager for special assignment selections. Target to fill the positions is August 1st. If interested see Larry Atwood

3. Out-of-Bargaining-Unit Hours

- **MSC** – Report presented on all employees over 400 hours.
- **USC** – Would also like to know when employees are on special assignment for more than two weeks.

4. Quality Department

- **MSC** – Current employees are sharing duties. Senior people are being moved into top jobs or being paid top pay rate. In the future job duties will be restructured, but the Company will notify the Union before any changes are made.

5. Wauna Council Meeting Date

- **JSC** – Agreed to change to 3rd Tuesday of the month beginning in July.

6. Tug Boat Hiring

- **MSC** – Working on memorandum of agreement that limits new tug operators ability to bid out for a specified time.

7. Employees Returning to Work

- **USC** – Concerned about people coming back to work with full or partial releases.
- **MSC** – Agree to write-up or flowchart the process so it is clear. The intent is to make sure people aren't back too soon and can do the job safely.

8. Retiree Medical

- **USC** – Concerned about retiree medical coverage is being cancelled if an employee misses a payment.
- **MSC** – Will research.

9. Working 10 Hours Compressed

- **USC** – Pay should have been 8 hours at the blue slip rate + 2 hours b.s. overtime.
- **MSC** – Agree. Documentation is appreciated.

10. Schedule Change Notification

- **MSC** – Documentation from past issues presented.

11. Mill Scheduler

- **USC** – Concerned that one person is going to be challenged to do the scheduling for the whole mill correctly.
- **MSC** – We will need to work together through the transition.

12. Scheduling the Labor Pool

- USC – Two employees were scheduled as Maintenance Helpers Monday – Friday. The previous Saturday they were told to report to the Steam Plant Tuesday nights (no work on Monday). Monday they were called again and told to report on Thursday night instead of Tuesday night. Maintenance supervisor was still expecting them on Monday. Desire to make employees whole.
- MSC – Will investigate.

13. Job Postings

- USC – Page 26, paragraph D2 in contract. We should be filling jobs that are posted. Some postings are very old and have not been filled.
- MSC – Will follow-up.

14. S&A List

- USC – Would like to get a hard copy again.
- MSC – Agreed.

15. 16-Hour Rule

- MSC – Is still in effect for all personnel in the mill. There is an emergency procedure if needed.

16. #3 Re-Pulper Overtime

- USC – Should this be Paper Machine Crew's or Pulp Slab's?
- MSC – Additives plus #4 Paper Machine's 5th Hand.
- USC – Disagree
- MSC – Scott Beckstrom and Paul Burgher will investigate.

Next Joint Standing Committee Meeting – Wednesday, July 20, 2005

For the Union

Date

For Management

Date