

JOINT STANDING COMMITTEE MEETING MINUTES

July 16, 2003

Present:

USC – Ron Jones, Leroy Crabb, Paul Burgher, Rick Erickson, Larry Reandeau

MSC – Keith Larson, Ann Fleck, Chad Davis, Jim Lepin, Scott Beckstrom

JSC = Both

Agenda:

1. Grievances: 03-27, 03-28, 03-29, 03-30, 03-31, 03-32, 03-33, A03-04, A03-05
2. Kraft Mill; Reconst Bid
3. Kraft Mill PSM
4. Kraft Mill Seniority List
5. Kraft Mill Bid
6. Jones Act/Tug Crews
7. Supplement to Labor Agreement
8. Converting Rolled Side
9. Insurance
10. 2004 Extended Down
11. Set-Up Supervisor Extension
12. Shop Steward Training
13. Job Performance Review

1. Grievances:

03-27

- USC – Employee was Passport trained and she is now being used as move-up in this position. For one week she was doing the job. She should be paid move-up pay.
- MSC – Many people write work orders. How does this make it a move-up? This employee was only doing work orders, not other supervisory work.
- USC – Don't want to draw line as to whose job is whose. Employee thought she was being set-up.
- MSC – Needs to review with S. Sampair.
- USC – Asks for a speedy response.

03-29 Payment of Overtime

- USC – Employee was on a Floating Holiday and was available for overtime the next day, but wasn't considered for work.
- MSC – Employee was missed and was eligible for work. Will make employee whole.

03-30/31 Scheduling/Pay – Kraft Mill

- USC – Employee was on special assignment, and another employee was on vacation. Grievants believe that special assignment person should have been moved to cover the vacation and the grievants should have been moved to cover special assignment, resulting in a call time.
- MSC – Disagrees. The opening was filled correctly.
- USC – Withdrawn.

03-33

- **USC** – Employee was slotted in to the Operator Adjustor job classification. He was moved up from the Wrapper/Bundler Operator bid. It doesn't matter how he got there, the point is that he is entitled to his seniority.
- **MSC** – Other employees will be adversely impacted.
- **USC** – Not true, do to others leaving the ladder.
- **MSC** – These two people did not qualify in this position, but were moved up based on others leaving. Understands position, but doesn't agree with it. Grievance denied.
- **USC** – Will take to 3rd step.

03-28/03-32

- **USC** – Wants to have meeting as soon as R. Erickson is back from vacation.

A03-04: Appeal of Discharge

- **USC** – Wants to have meeting as soon as R. Erickson is back from vacation.

A03-05: Appeal of Discharge

- **JSC** - Resolved

2. Kraft Mill Recast Bid

- **USC** – What is job name?
- **MSC** – Caustic/Kiln Operator.
- **USC** – Understands that company wants to move this to a stand-alone job. Now have posting for two (2) Relief positions. Questions about rate. What is rate?
- **MSC** – Should be at the Utility Rate.
- **USC** – Thought we would go through existing ladder for Reliefs, which was done. The posting was for utility? Are there two jobs?
- **MSC** – Job has four (4) Operator positions and two (2) Utility positions. These two jobs have different rates. These are really Utility positions.
- **USC** – Posted for Relief, not Utility. Was lead to believe this was a single rung ladder and should fill job as relief and put them back to Labor Pool when not needed.
- **MSC** – Won't do this. Will have two (2) Utility positions that pay a different rate than Operator and will work as Utilities and have department rights. Will pull the Relief posting and will re-post as Kraft Mill Shift Utility – two (2) positions. (This would be separate from existing Kraft Mill Utility.)

3. Kraft Mill PSM

- **USC** – Would like to see PSM job filled permanently as it has been filled more than 6 months.
- **MSC** – Don't know the future of the job. We need to resolve this issue.

4. Kraft Mill Seniority List

- **USC** – Would like to get a copy of the job ladder with official titles, seniority, frozen employees, etc...
- **MSC** – Will provide.

5. Kraft Mill Bid

- USC – Employee for Recaust job was disqualified, but Union was not notified.
- MSC – Working through issues. Employee failed basic LOTO test. We don't want an employee in that position that could hurt himself or others.
- JSC – Will consider reinstating bids on a case-by-case basis.

6. Jones Act/Tug Crews

- USC – Who is covered? Pulp Crews? Barge Loaders?
- MSC – Tug Crew does come under the Jones Act in regard to Workers' Compensation Claims*.

Prior to 1/1/02 - \$90.00/day (\$15 + \$75)

After 1/1/02 - \$120.00/day (\$30 + \$90)

\$840.00/week max vs. \$857.75/week for Oregon Worker's Compensation

* *Only applies to work on tug on water.*

7. Supplement to Labor Agreement

- USC – Supplement needs to be updated. Union Negotiations Committee needs to approve.

8. Converting Rolled Side

- USC – Concerned over safety, training and production due to high employee turnover due to #6 and backfilling to other departments. Employees in probationary period are training new employees.
- MSC – Key issues:
 - Training
 - #9 Rewinder uncertainty
 - Safety (don't know equipment)
- JSC – C. Davis will coordinate with Mark/Tim/Becky, etc...

9. Insurance

- USC – Still having problems with reimbursement, i.e. UCR (usual, customary and reasonable), Nurse Practitioners, etc...
- MSC – Will work with employees on issues on a case-by-case basis.
- JSC – If anyone is having problems with insurance claims, please see an Insurance Committee Representative, (Stuart Potter, Kris Indergard, Terra Gorley, Dan Duvall, Larry Reandeau or Rick Erickson).

10. 2004 Extended Down

- MSC – Vacation will be restricted for the week of May 10, 2004 for Maintenance.

11. Set-Up Supervisor Extension

- MSC – Requests extension due to inability to back-fill W. Horness' position through end of the year.
- USC – O.K. through end of the year. Afterwards needs to stay on the floor for 6 months

12. Shop Steward Training

- MSC – Proposes ½ day on CTE and ½ day on Behavior/Substance Abuse Training.
- USC – How to deal with drug abuse issue is important to Union and Company.
- JSC – Would like a continuous open dialog on this issue. Goal is to get help for people rather than other options.

13. Job Performance Review

- MSC – Handed out Job Performance Review discussion to be used for #6 employees.

*Next meeting: **Wednesday, August 27, 2003***

*Next Wauna Council Meetings: **Thursday, July 24, 2003 & Thursday, August 28, 2003***

For the Union

Date

For Management

Date