

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**July 19, 2001**

## **Present:**

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

**MSC** – Keith Larson, Joe Hertig, Scott Beckstrom, Will Laport, Frank Walsh

## **Agenda:**

1. Grievances: 01-18, 01-20, 01-21, 01-22, 01-24, 01-26, 01-27, 01-28, 01-29, 01-30, 01-31, 01-32, 01-33
2. PSM
3. Strategic Alliance
4. Mechanics' Bid/Seniority
5. Hourly Benefits
6. After-the-Fact Floating Holidays
7. Shift Electrician/Millwright Qualifications
8. PEO
9. Absenteeism
10. Barrier Tape
11. FMLA
12. Entry Level Positions
13. Charges for Form Completion by Physician
14. 6-Months Out of the Bargaining Unit
15. July 3<sup>rd</sup> Storeroom Displacement
16. Direct Deposit at Wauna Federal Credit Union
17. Sniff Tester

## **1. Grievances:**

### **01-18: #5 Paper Machine Roll Handling Utility**

- **USC** – Still has some issues. When a Utility moves into the Operations Pool (Roll Handling job) they should get the Operating Pool rate of pay. (Except when they are training on the other two jobs in the pool.)
- **MSC** – Does not agree. We have an established analyzed rate for job (Roll Handling).
- **USC** – Shared Standing Committee minutes from 2/16/94 that relates to this issue.
- **MSC** – Minutes not definitive and not parallel facts.
- **USC** – Issues resolved. Need to finalize temporary rate.

### **01-20: Scheduling**

- **USC** – If only called in for hole watch, then would agree, but since employees did other work, then believe that the wrong employees were called in. This violates the department's call-in procedure. Also referred to 85-19 grievance.
- **MSC** – Will review with the department again and respond.

### **01-21: Scheduling**

- USC – This was a scheduling error.
- MSC – Return to 1<sup>st</sup> Step for resolution.

### **01-22: Outside Contracting**

- MSC – The Company has the right to contract out purchases without notification.
- USC – Agrees, but would like to determine how to do it in-house when we can do it for less.
- MSC – We will continue to look for the best option.
- USC – Keep timely.

### **01-24: Improper Scheduling**

- USC – Agrees that current scheduling is correct.
- MSC – Will follow-up with D. Campbell on additional issues.
- JSC – Resolved.

### **01-26: Discipline**

- USC – Withdrawn.

### **01-27/01-32: Hot Meals**

- USC – A hot meal doesn't mean a \$7.75 meal. What defines a "hot meal"?
- MSC – The Mill will provide a hot meal when practical; but will not provide several menu items such as 2 hamburgers or a pizza for one person's meal.
- USC – Would like to develop menus now for future needs.
- MSC – Agrees.
- USC – Both grievances resolved.

### **01-28: Attendance**

- JSC – Hold timely to check on employee's request for FMLA (To whom? When?).

### **01-29: Reprimand**

- JSC – Hold timely for further investigation.

### **01-30: Scheduling**

- JSC – Hold timely for further investigation.

### **01-31: Scheduling**

- JSC – Hold timely for further investigation.

### **01-33: Call Time**

- USC – Resolved/Withdrawn.

## **2. PSM**

- MSC – 14 "findings" so far on audit. (A finding could result in an OSHA violation).
  - Many policies will be revised over the next few months.
  - Lots of work needs to be done. Will utilize wage employees on special projects.
  - Effective now, all mill employees, contractors, and visitors to the Kraft Mill, tank farm, or chemical building will carry (at a minimum) an escape respirator. Some employees/tasks may need additional protection. (See attached.)

- **USC** – Employees will need fit testing, respiratory testing, etc. We will also need signs publicizing the need for escape respirators.
- 3. Strategic Alliance**
- **MSC** – Union needs to provide 12 employees for interview's with John Nee on August 13<sup>th</sup>, 14<sup>th</sup> & 15<sup>th</sup>.
  - **USC** – Will provide names of employees.
- 4. Mechanics' Bid /Seniority**
- **JSC** – Agreed that the date bid comes down is date of seniority.
- 5. Hourly Benefits**
- **MSC** – Hourly employees will begin receiving information regarding their G-P benefits and changes in benefits administration over the next few weeks.
- 6. After-the-Fact Floating Holidays**
- **MSC** – Distributed form (see attached). Effective date for employees will be **September 1, 2001**.
- 7. Shift Electrician/Millwright Qualifications**
- **USC** – Wants to know what qualifications we have for Shift Millwright/Electricians (such as PEO, Hazmat training, SCBA's, etc.)?
  - **MSC** – Will follow-up
- 8. PEO**
- **USC** – Question about Shift Electricians and PEO regarding training and the scheduling of one employee.
  - **MSC** – Will follow-up.
- 9. Absenteeism**
- **USC** – Area representative wants to negotiate the 1.6% rate.
  - **MSC** – Meeting with Al Lippencott to be scheduled A.S.A.P.  
Note: We've discussed the need for changes previously. Please refer to May 16, 2001 and June 20, 2001 minutes.
- 10. Barrier Tape**
- **USC** – To review the policy and respond to B. Harrah with any upgrades.
- 11. FMLA**
- **USC** – Employee issue with FMLA.
  - **MSC** – Will follow-up.
- 12. Entry-Level Positions**
- **USC** – Is satisfied with the information provided by MSC.
- 13. Company Forms Completed by Physicians**
- **USC** – Questions fees for forms completion.
  - **MSC** – Doctors must bill insurance company. We will not pay for filling out forms. We will review at the Insurance Committee meeting.

