

JOINT STANDING COMMITTEE MEETING MINUTES

July 21 & 22, 2004

Present:

USC – Ron Jones, Ram Manthe, Larry Reandeau, Rick Erickson

MSC – Keith Larson, Ann Fleck, Scott Beckstrom, Tom McGuigan, Joey Greenberg

JSC - Both

Agenda:

1. Grievances: 04-06, 04-07, 04-08, 04-09, 04-10, 04-11 & 04-12
2. Suspensions
3. Shipping
4. #5 Job Opening
5. Security Cameras
6. Hair/Jewelry Policy
7. A&B Utility Operator
8. Folded Side Scheduling Options
9. Labor Pool
10. Tug Boat Staffing
11. PECO Issue
12. Rolled Converting Costs
13. MSG – Proposed Improvements
14. Stock Prep Call-In Procedure

1. Grievances

04-06, 04-07 & 04-08:

- **USC** – The grievant in 04-06 was upset in the manner that the grievance was handled. Concerned with the employee working 12-hour shifts and being paid blue slip rate plus overtime, instead of compressed rate. Believes both employees worked outside of the bargaining unit during the year. Wants any employees on special assignment to be brought to USC for notification and tracking.
- **MSC** – Agrees that this was not the most cost effective way to pay employees and that no special agreements should be made.
- **JSC** – Acknowledges that employees are back on blue slip rate and following a lettered crew.

From 12/17/97 JSC Minutes:

5. Special Assignments Mill-wide :

Employees on special assignment are not necessarily out of the bargaining unit. If the employee is getting paid a contract wage, then they are not out of the bargaining unit. Emergency situations require an employee to do whatever is necessary. Special arrangements and schedules need to be brought to Standing Committee for Approval.

04-09: Scheduling

- **MSC** – Employees were paid overtime at higher rate. This is extra work and doesn't fall under call-in process. Also, schedule was posted ahead of time, but no one brought to our attention that they believed an error had been made.
- **USC** – Agrees that one employee was on vacation and not eligible, however, the other employee should have been senior person in job rung and should have been scheduled.
- **MSC** – Will investigate and respond within a week.

NOTE:

- **MSC** - After investigating further, we do not believe that any policies have been violated.

04-10: Scheduling

- **MSC** – Employee was paid vacation as scheduled and Floating Holidays three days the following week. Penciled changes on schedule were not correct. Schedule was followed as originally printed.
- **USC** – Concerned over penciled-in changes that don't show-up in computer. Changes need to be dated and appropriate employees called.
- **MSC** – Agrees that it makes sense to date and initial changes, and will follow-up with department management.
- **USC** – Considered resolved if above is done.

04-11 #5 PM – Utility/Roll Handler Position:

- **USC** – Would like to see this position filled permanently instead of a way for training. Wants job filled from original bid pool.
- **MSC** – Will review with department and respond.

04-12 Scheduling for Employees Assigned to MSG:

- **USC** – Employees were assigned to yard and worked three (3) 12-hour days. This was paid at compressed, but should be paid at blue slip rate.
- **MSC** – Agree to pay as day workers at laborer rate.
- **JSC** – Understands this may result in a net loss for some employees.

2. Suspensions

- **USC** – All potential suspension need to have a USC member present during the meeting.
- **MSC** – Previously committed to do so whenever possible. An attempt was made to involve a USC member during a recent situation.

3. Shipping

- **USC** – Employee was training during holiday causing unnecessary pay.
- **USC** - Another employee should be paid for work during the holiday as a result of having to stay past 7:00 a.m. to complete an incident report.
- **MSC** – Will follow up on the issue.

4. Security Cameras

- **MSC** – Passed out list of current security camera locations as requested by USC.

5. Hair/Jewelry Policy

- **MSC** – Presented policy DRAFTS. Looking for feedback/comments. Implementation dates to be determined once policy is finalized.
- **USC** – Hair Policy - How does hair policy compare to existing converting hair policy? This has worked, but has not really been enforced. Not sure how it impacts the beard policy. Pictures don't follow the policy.
- **JSC** – Agrees that a policy is needed. Suggests current Converting policy as guideline.
- **USC** – Jewelry Policy – Does not agree with policy as it is not related to our current safety issues and will cause more problems than it solves. Suggests common sense should be used in policing the issue,
- **MSC** – Will review both policies with WSG and bring back to JSC next month.

6. A&B Utility Operator

- **MSC** – After further review, we have decided not to pursue this option.
- **USC** – Still have issues with training and filling jobs, which creates safety problems. Need to keep area fully staffed until operational problems are resolved.
- **MSC** – Will follow up with department management.

7. Folded Side Scheduling Options

- **MSC** – Looking at options to improve scheduling on folders that are not fully loaded. Will bring any proposal to JSC.

8. Labor Pool

- **USC** – People who are on layoff need to be brought back based on seniority and given straight-time work (give full work week before scheduling the next person).

9. Tug Boat Staffing

- **MSC** – 2nd shift to be added August 2nd per earlier discussions
- **USC** – Any penalties would apply. Also need to clarify the seniority and grandfather rights. Wants to see seniority ladder with grandfather rights listed.

10. PECO Issue

- **USC** – People who are called in early and finish work within ~ hour of normal starting time should be allowed to work rather than be sent home for an hour.
- **MSC** – Cost related, but will follow-up.

11. Rolled Converting Costs

- **MSC** – Shared information communicated to Converting Rolled Adjusters regarding cost cutting measures.

12. MSG – Proposed Improvements

- **MSC** – Have one opening, soon to be two. Will have issue getting qualified crane and equipment operators due to frozen employees lower down the ladder. OSHA has specific requirements for crane operators in regard to vision, depth perception and physical condition. Need performance qualifications such as mechanical aptitude/ability. Proposes posting job with the following requirements, vision, depth perception and Bennett Mechanical score of greater than 6.
- **USC** – Doesn't support Bennett mechanical requirement, but agrees to the rest.
- **MSC** – Will look at split ladder option (with grandfather rights as appropriate).

13. Stock Prep Call-In Procedure:

- JSC – Revised guidelines per Dept. agreement were approved.

Next Joint Standing Committee Meeting – Wednesday August 18, 2004

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For the Union Date For Management Date