

JOINT STANDING COMMITTEE MEETING MINUTES

July 24, 2002

Present:

USC – Larry Reandeau, Rick Erickson, Robert Manthe, Leroy Crabb, Mike Bouse

MSC – Keith Larson, Joe Hertig, Tim Winn, Shawn Wood, Chris Doten

JSC = Joint Standing Committee

Agenda:

1. Grievances: 02-13, 02-14, 02-15, 02-16, 02-17, 02-18, 02-19, 02-20, 02-21, 02-22
2. Union Retirement Summary Plan Description
3. Expansion Project Selection
4. Oiler Bid
5. Oiler Apprenticeship
6. Letter of Reprimand for Not Using Proper Lockout
7. Letter of Reprimand for Attendance
8. Nowlin Testing
9. MetLife
10. Retirement Questions
11. 7/8 T.T. Issues
12. Drug Testing
13. Shipping/Unitizing Roadwork
14. Shipping/Unitizing Open Position
15. Labor Pool Employee Status
16. Out-of-Bargaining-Unit Report
17. Overtime Swap Forms
18. Employee Probationary Period
19. Box Facial Schedule
20. Employee Medical Restrictions
21. Meeting Scribe

1. Grievances:

02-13 & 02-18: Test Results/Testing

- **USC** – Employee took tests under normal conditions.
- **MSC** – Took under a different pretense – as a courtesy. He did not say that he was applying it to his application for apprenticeship. He has taken the tests six times.
- **USC** – Are testing conditions different in H.R. than in Maintenance? Why interview the employee if they can't be hired due to low test scores?
- **MSC** – No, all applicants are interviewed. Interviewers are blind to test scores.
- **USC** – Reviewed May JSC minutes. Agreed that employees could test a maximum of two (2) times. However, this test was taken before the May JSC Meeting. Union wants Company to accept this test as a legitimate test. Place employee in maintenance on a non-precedent basis.
- **MSC** – Will agree to place employee in maintenance on a non-precedent basis.
- **USC** – Withdraws grievance 02-18.

02-14, 02-15, 02-19: Stock Prep

- USC – Issue is what are days off? Monday's schedule determines days off. Refer to Section 16B. This was pointed out when schedule came out. See Section 14E on page 15. "C" Crew should have worked on Monday June 10th instead of "B" Crew. "B" Crew got overtime properly on Sunday June 16th.
- MSC – Will review.

02-16: Process Technician

- MSC – Agreed to send job to Job Analysis at June Meeting.
- USC – We didn't have a grievance then. The issue is the same as moving a Back Tender position, the employee receives the Machine Tender rate of pay whether or not they are qualified to do the entire job.
- MSC – Can not agree to settlement as requested. Will agree to go to Job Analysis, and could pay the difference.

02-17: Yankee Bearing Change Crew

- USC – Scheduling problem is at issue.
- MSC – Definition of shift change and issue of 2nd shift changes, 1 change from days to nights, then back again.
- USC – Choice or assigned? See Labor Agreement page 19, paragraph 18-I.
- MSC – No choice of who was assigned to nights, but a choice of how to revert back to days.
- USC – Change was nights to swing, then swing to days. This equals 2 changes.
- MSC – Company paid the penalty for short notice. Listed work hours x days – all by their choice.
- USC – If they exercised options, they don't have a grievance. You complied to Section 18-I. Therefore there is no contract violation. Grievance withdrawn.

02-20:

- MSC – Explained property situation and history of waterline repairs. This is not work within the scope of the Labor Agreement.
- USC – Would be nice to let the Union know as a courtesy. Grievance withdrawn.

02-21:

- USC – Questioned previous interactions.
- MSC – Reviewed history of issues and interventions, the last was 6/18/02. Employee must conduct himself better.
- USC – Hold Timely. Employee did not have a good experience with Magellan.

02-22: Test Results

- USC – Employee will not challenge test scores. Employee would make a good apprentice/mechanic.
- MSC – Needs to satisfy the requirements. He is eligible to re-test one more time.

2. Union Pension Summary Plan Description

- MSC – Handed out new SPD.
- USC - Each person has already received a packet with an individual statement. What about past service with other CZ locations, i.e. the Timber Division?
- MSC – Will need to deal with these employees on a case-by-case basis. Present issues with documentation to Linda Ray in H.R.

3. Expansion Project Selection

- MSC – Chris Doten reviewed handouts from 7/22 & 7/23 prep meetings.
- USC – Questions appraisal “past job performance”.
- MSC – Appraisals to be based on current job performance per Memorandum of Understanding.
- JSC – Other issues clarified and will be re-typed for employee meetings.

4. Oiler Bid

- MSC – Employee, on Oiler bid, returned to Shipping department after being off with an injury. Need to go back to original list and go down list for next bidder. Must exhaust original list first.
- USC – O.K. to re-activate bid list.

5. Oiler Apprenticeship

- USC – Questions the need for a 4-year apprenticeship. The issue has been assigned to the Mechanic’s Committee. Needs to come back to the JSC (at some future date).

6. Letter of Reprimand for Not Using Proper Lockout

- USC – R. Manthe has worked through the issue with T. Winn.

7. Letter of Reprimand for Attendance

- USC – Asks that this issue be held timely.

8. Nowlin Testing

- USC – Have there been upgrades?
- MSC – Yes – described current testing and interviewing process.

9. MetLife

- MSC - Letters are being sent to employees regarding S&A corrections.

10. Retirement Questions

- USC – Employee is experiencing problems with Vanguard and benefits estimates.
- MSC – Employee needs to submit documentation that he’s qualified for Social Security Disability.

11. 7/8 T.T. Issues

- USC – Employees are leaving because management is not fixing the ongoing problems. As an example supervision has been turning the waste system off to conserve energy. This creates dust and people have to pick-up logs. Memos don’t satisfy people. Employees want to be listened to and involved. This fits with the Strategic Alliance.

12. Drug Testing

- USC – Questions saliva tests and thresholds.
- MSC – Reverted to Urine Tests pending SAMHSA & DOT certification of saliva testing.

13. Shipping/Unitizing Roadwork

- MSC – Work is done.
- USC – Work is not complete, still problems near 7/8 T.T. door entry.
- MSC – Will review.

14. Shipping/Unitizing

- USC – Employee entitled to Unitizing Lead Day Coordinator job, must get pay. Job needs to be filled.
- MSC – Job will be filled on an as-needed basis. Senior available will then be assigned.

15. Labor Pool Employee Status

- MSC – Gave update of assignments and pay status.

16. Out-of-Bargaining Unit Report

- MSC – Provided updated report

17. Overtime Swap Form

- MSC – There are three different forms in use. Referred to the Scheduling Committee for resolution.

18. Employee Probationary Period

- USC – O.K. to extend injured employee’s probationary period when she returns from medical leave.

19. Box Facial

- MSC - July 9th notice regarding Box Facial schedule handed out.
- USC – Questions penalties, meal tickets, schedule.
- MSC – Will follow-up.

20. Employee Medical Restrictions

- USC – Employee has been working in the yard due to medical restrictions. Questions limitations and open positions in napkins and vacations.
- MSC – Will check.

21. Meeting Scribe

- USC – Objects to lack of MSC scribe.
- MSC – Apologizes – no one available.

*Next meeting: **Wednesday, August 21, 2002***

For the Union	Date	For Management	Date