

JOINT STANDING COMMITTEE MEETING MINUTES

August 15, 2001

Present:

USC – Mike Bouse, Claude Weaver, Dan Duvall, Rick Erickson

MSC – Keith Larson, Joe Hertig, Scott Beckstrom, Will Laport, Chad Davis

SCRIBE – Chad Davis

Agenda:

1. Grievances: 01-18, 01-20, 01-21, 01-28, 01-29, 01-30, 01-31, 01-34
2. PSM
3. Strategic Alliance
4. FMLA
5. Groundwood Employee
6. Storeroom Coverage
7. Sniff Testing
8. Direct Deposit
9. Employee Meetings
10. MSG – Progression
11. Clean List
12. Pulp Dryer
13. After-the-Fact Floating Holidays
14. G-P Hotline

1. Grievances:

01-18: #5 Paper Machine Roll Handling Utility

- **USC** – Request status of job rate.
- **MSC** – This job will be included in the next Job Analysis on September 18th.

01-20: Scheduling

- **MSC** – No new data, or Company response.
- **USC** – Will be taking grievance to the 3rd step.

01-21: Scheduling

- **USC** – Was the settlement paid?
- **MSC** – It has been paid

01-28: Attendance

- **MSC** – Per the information we have FMLA is not granted.
- **USC** – Unsure of the facts. Keep timely for further investigation.

01-29: Reprimand

- **MSC** – There was no settlement at 1st Step. The employee and shop stewards were told that the meeting was only an investigation and would continue with the Department Manager.
- **USC** – 3 Shop Stewards thought that the issue was settled. Will take to next step.

01-30/01-31: Scheduling

- **MSC** – Cannot tell who is requesting pay? Have the call-in guidelines officially been adopted?
- **USC** – Will hold over until next month, and consult with S. Potter.
- **MSC** – **USC** needs to show **MSC** who should be paid.

01-34: Call Time

- **USC** – Call times have been previously paid for business meetings.
- **MSC** – The meeting covered both business and safety. G-P core values and safety cards. Business Review = 60 minutes, Safety = 90 minutes.
- **UCS** – Withdraws grievance.

2. PSM

- **MSC** – F. Walsh provided an update.

3. Strategic Alliance

- **MSC** – John Nee thanked the management and the union for their cooperation. Will be back on 8/27 at 7:30 a.m. for an overview of his findings. All those interviewed are invited to participate in this meeting.

4. FMLA

- **USC** – Requests update.
- **MSC** – The issue has been resolved.

5. Groundwood Employee

- **USC** – Groundwood job not set-up job. Employee was starting up equipment. He should get raises because he was back as Operator, as well as the % increases.
- **MSC** – Will talk to A. Grantham & D. Hickey

6. Storeroom Coverage

- **MSC** – The proper call-in procedure was followed.
- **USC** – The procedure was done correctly. Issue resolved.

7. Sniff Testing

- **USC** – More than 1 person involved; follow past pay practices.
- **MSC** – Sniff testing is not a job classification, it is a task. If sniff testing is done while an employee is on a compressed schedule, the compressed rate will be paid. Past payments were incorrect.
- **USC** – Workers are being paid a different rate for sniff testing. **USC** wants J. Hertig to check and see if sniff testing is on Job Analysis. (Review found no

specific reference to “sniff testing” in testing of confined spaces prior to entry.)

8. Direct Deposit

- **MSC** – Wauna Federal Credit Union is addressing the problem, and will handle the distribution of funds internally.

9. Employee Payroll Information Meetings

- **MSC** – Employee meetings will be held to discuss upcoming changes in payroll, etc. on the following dates:

8/28/01	6:00 a.m.	“B” Crew	8/29/01	6:00 a.m.
		“C” Crew		
8/28/01	4:00 p.m.	Day Crew	8/31/01	6:00 a.m.
		“D” Crew		
8/28/01	6:00 p.m.	“A” Crew		

10. MSG – Progression Ladder

- **MSC** – 2 MSG employees to move into Senior Equipment Operator and be paid the higher rate when they run the crane.
- **USC** – Senior Certified Equipment Operator. Union agrees.

11. Clean List

- **USC** – Questioned status of clean list.
- **MSC** – Wants to stay with the clean list. Will work with the issues, but does not want to eliminate.

12. Pulp Dryer

- **USC** – Call Time and Short Call for employee on the Pulp Dryer on July 16th. Keep timely until G. Brajcich gets back.

13. After-the-Fact Floating Holidays

- **MSC** – Forms are available to the employees on the N: drive.

14. G-P Hotline

- **MSC** – Each employee is to have a card and posters will be posted. Hotline for employees to voice opinions and concerns if unable to get resolution from Department Manager or Human Resources.

Next Meeting: Wednesday September 19, 2001

 for the Union
 Date

Date

for Management