

JOINT STANDING COMMITTEE MEETING MINUTES

August 18, 2000

Present:

USC – Roland Lee, Larry Reandean, George Brajcich, John Gorley, Mike Bouse
MSC – Keith Larson, Joe Hertig, Frank Walsh, Scott Beckstrom, Jeremy Burnett

Agenda:

1. Grievances: 00-06, 00-11, 00-14, 00-15, 00-16
2. Hostler
3. Senior Equipment Operator
4. After-the-Fact Floating Holidays
5. Quick Stock Uti
6. Aetna Insurance Issues
7. Contracting Out – Revised Memorandum
8. Contract Printing
9. Hostler
10. Denied Vacations (from Scheduling Committee)
11. July 3rd Call Time
12. Senior Equipment Operator Rate of Pay
13. Tobacco Committee
14. Short Notice Absences/After-the-Fact Floating Holidays
15. Guidelines for Granting Floating Holiday Day after Thanksgiving (Maintenance)
16. 2% Payback – Job Rate Retention
17. FMLA Form Change
18. Day-at-a-Time Vacation
19. No Call/No Show Discipline Case
20. Random Drug Testing
21. Status of Worker's Comp Case
22. Georgia Pacific Merger
23. Converting Coremaker
24. Social Security Earnings
25. 3,4&5 T.T. Bids
26. Miscellaneous Issues: Shipping/Unitizing and Attendance Program Percentage Calculations

1. Grievances:

00-06: Overtime Issue in Shipping Department

- MSC – Shipping has process for dealing with O.T. This process will be put into writing.

00-09: Blue Slipping Groundwood Employees up the Progression Ladder

- To 3rd step.

00-10: Working Over 16 Hours

- MSC – Resolved. 16-hour letter re-issued. 4 employees will receive a Call Time.

00-11: Bleach Plant Maintenance Overtime

- USC – Per John Gorley’s interviews, all (except for D. Rund) were called in for site specific jobs.
- MSC – Not clear what the issue is. Entire Mill was down and there was a need for Maintenance personnel mill-wide.
- USC – Acknowledges that it was a total mill outage and area guidelines don’t apply. Suggests that Shift Millwrights and Shift E&I people who are on their days off be 1st to be called in. S. Wood will talk to Maintenance staff and review. Will respond at the next meeting.

00-12: Converting Napkin – Overtime

- MSC – Grievance denied as employee was not qualified to do all jobs in rotation on #47 folder.
- USC – Based on the information provided the USC agrees.

00-13: No Call/No Show

- USC – Employee has a clean record and was caught unexpectedly. Believes the letter of discussion is too harsh. Believes it should be removed from his file.
- MSC – Existing policy is very clear. If we start making judgement calls it will cause problems in the future (consistency). Based on employee’s record, this will not cause problem for the employee.
- USC – What is a No Call/No Show?
- MSC – Employee is not at their work place at the assigned time without calling in and accounting for their tardiness/absence.
- USC – The employee called in as soon as possible (6:00 p.m.) to let the Mill know what had happened.
- MSC – Stays with 1st Step answer.
- USC – Will take this to 3rd Step.

A00-02: Appeal of Termination

- Appeal Meeting will be held on July 20, 2000.

2. #5 Paper Machine Roll-Handling Utility

- MSC – Will use current classification. Employees will be made whole. Will not fill the Roll-Handling Utility position until further notice.

3. #47 Quick Stock

- MSC – Will pursue making all Quick Stock jobs stand alone jobs.

4. Converting Safety Meetings

- MSC – Meetings will be done by 7:00 a.m., or anything after 7:15 will be paid accordingly.

5. Quick Stock Utility Job

- MSC – Jobs will be posted and filled on an as needed basis.

6. Aetna Insurance Issues

- MSC – UCR problem is being worked on and will be resolved. For a few certain employees additional issues (medical necessity) exist and will need to be addressed on a case by case basis.

7. Contracting Out – Revised Memorandum

- MSC –Need to have USC sign revised memorandum.

8. Contract Printing

- MSC – Handed out proof copies for USC review. Would like to have them back by Friday. Will get one more version for review prior to printing. Expect the contract books to be done in approximately one month.

9. Hostler

- MSC – Will respond at next meeting.

10. Denied Vacations (from Scheduling Committee)

- USC – Issue deals with holding weeks open while signing up for other weeks. Can't hold a week that was denied and sign-up for open weeks (i.e. could sign up for more than allotted). Vacations should be allotted based on ladder, not department, seniority.
- MSC – Should review. Will meet with C. Lang to clarify issues.

11. July 3rd Call Time

- MSC – Not able to find justification for paying CT for 7/3 in contract. Believed this was in the preamble of an old contract (since removed) as penalty pay. We will, however, pay this Call Time.
- USC – Believes this is an assigned day off, and with less than 36 hours notice, Call Time is due.
- MSC – Will interpret this the same in the future.

12. Senior Equipment Operator Rate of Pay

- MSC – Current pay is \$20.045 for our cranes up to 22 tons. Based on research we will agree to pay \$20.345 for the hours of operation for rental cranes 23 – 49 tons if the employee is qualified and we operate them, (the crane supplier may require that they provide an operator, or our people may not be available).
- USC – Expected “job analysis”.
- MSC – This is not an analyzed job. We surveyed the industry and came up with the job rate.
- USC – Believed the “analysis” should apply at all times.
- MSC – We don't have the equipment here very much and it is not appropriate to pay for a skill rarely used. There are also Senior Equipment Operators that don't operate cranes at all and shouldn't benefit.
- USC – Will respond next month.

13. Tobacco Committee

- MSC – Company and Union members have been identified. The first meeting will be scheduled and chartered in August.

14. Short Notice Absences/After-the-Fact Floating Holidays

- MSC – Issue is problems caused by this and abuse (being coached to do this). Intent was to help employees not miss pay. Intent was not to hide attendance issues. Employees are being coached/encouraged to do this. Asking for USC help in addressing this.
- USC – Does not condone this practice especially when it places a hardship on a co-worker. Will follow-up with the appropriate individuals.

15. Guidelines for Granting Floating Holiday Day after Thanksgiving - Maintenance

- **USC** – What are the guidelines for this? Is it 1st come, based on seniority, or what?
- **MSC** – Tentative guidelines: Less than 50% of employees off at a time per crew, on a 1st come, first served basis. Effective 4/1 of the year at 7:00 a.m. and is based on seniority on day received. Will respond with guidelines at next meeting.

16. 2% Payback – Job Rate Retention

- **USC** – Payroll sent letter out informing employees that received a 2% lump sum check, but who weren't entitled to it, that they would have two pay periods to pay back the money. Some employees shouldn't have received the letter. Employees' spouses were called at home.
- **MSC** – Will look at these on a case by case basis. Not sure if these letters are current. Money needs to be repaid by the end of the year.

17. FMLA Form Change

- **USC** – Confusion by one employee regarding the form (received form from the Clockroom).
- **MSC** – Either form would have had the information for the company to make a decision.
- **USC** – Appears to be resolved.

18. Day-at-a-Time Vacation

MSC - Form has been revised to reflect “may” rather than “will” in denying vacation days. The new form should be used.

19. No Call/No Show Discipline Case

USC – Employee's record shows 2.08% vs. 4.15%. He was a No Show/No Call for a safety meeting on April 21, 2000. Also No Show/No Call for 7/4/00. Employee was called by Mill at 6:59 a.m. – response from someone at the house was that he was on his way to work. At 7:15 a.m. someone called the Mill to say that employee was sick and wouldn't be in. **USC** wants record corrected. Doesn't agree with percentages. Call was made and therefore should be recorded as sick.

MSC – Will look into 2.08% vs. 4.15%. Will review No Call/No Show recording.

20. Random Drug Testing

- **MSC** – Concept/intent is to test (as needed) in an orderly fashion.

21. Worker's Comp Case Status

- **MSC** - Meeting on this issue on July 20, 2000.

22. Georgia Pacific Merger

- **USC** - Any information at Wauna Council would be appreciated.

23. Converting Coremaker

- **USC** – Day employees are not working a regular schedule. Shift employees are not getting move-ups based on the 1/4/99 reorganization plan. **USC** wants this corrected.
- **MSC** – Will look into and respond.

24. Social Security Earnings

- **USC** – Employees (not sure how many) were not credited for earnings in 1998.
- **MSC** – Will look into and respond.
- **Update** - The payroll department in Richmond sent a copy of the magnetic tape with 1998 earnings for the Wauna Mill to the Social Security Administration the week of June 19th. The payroll department in Richmond will place a follow-up call to Social Security the week of July 31st to make sure that the earnings are being posted and no other issues exist.

25. 3,4&5 T.T. Bids

- **USC** – Have jobs been filled?
- **MSC** – Have filled 4 of the 5 jobs posted. 2 of the 4 have Blue Slipped, the other 2 are on long term sick leave. Status on other postings in Converting are as follows:
 - ✓ *Box Facial* – on hold.
 - ✓ *Relief Balerman* – 1 job, 8 have turned down, continuing down the list.
 - ✓ *Napkins* – 6 jobs, 4 have turned down, 1 accepted, continuing down the list.
 - ✓ *7/8 T.T.* – 2 jobs, have not started filling yet.
 - ✓ *Robot* – 1 job, posting came down while Kay was on vacation, will start process soon. Will also be posting for 4 more “Relief” positions in the Robot area.

26. Miscellaneous Issues

- **USC** – Have several issues:
 - Shipping
 - Has not tried to find a back-up for L. Barnes. Union would like a list of hours worked outside the bargaining unit.
 - Barge loaders working a lot of O.T. and no training being done.
 - Why do 1st Step grievances take so long? Answer needs to be given to employee or Steward – not Union Hall.
 - Converting
 - **USC** – issue regarding an employee taking vacation and having his absence percentage rate increase. Would like to have formula reviewed for figuring absentee rate.
- **MSC** – will follow-up on these items.

Next Meeting: Wednesday August 16, 2000

for the Union

Date

for Management

Date