

JOINT STANDING COMMITTEE MEETING MINUTES

August 18, 2004

Present:

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

MSC – Keith Larson, Ann Fleck, Scott Beckstrom, Frank Walsh, Joey Greenberg, Jim Lepin,
Doug Campbell, Shawn Wood

JSC – Both

Agenda:

1. Grievances – 04-06, 04-07, 04-08, 04-09, 04-10, 04-11, 04-12, 04-13, 04-14, 04-15
2. Job Classification on Days Off - #5 PM
3. Roll Handler Overtime - #5 PM
4. Employees Responding to Call-Ins Issue
5. Overtime Giveaway
6. Safety Reprimand
7. Kraft Mill Safety
8. Tug Operator
9. Electrician Sharing
10. Behavior Management Workshops
11. Out of Bargaining Unit Hours
12. Surveillance Cameras
13. Hair & Jewelry/Loose Fitting Clothing Policy
14. Pulp Slab – Dewiring
15. Tug Call-Ins

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

- **JSC** – Hold Timely

04-09: Wrong employee called in for extra clean-up work

- **MSC** – Guidelines for this area are very specific and do not cover scheduling or call-ins for clean up. Not opposed to calling senior person, but not required by call-in procedure. Also, not brought to our attention in a timely manner.
- **USC** – Agree up to point until employee was paid at operator rate, then the senior person should have been scheduled.
- **MSC** – Many other departments in the mill also do not use seniority to schedule clean-up work. Because this situation did not violate the contract, department guidelines or call-in procedures, and management was not notified, the grievance is denied. Willing to schedule employee for same hours in the future.
- **USC** – Offer Declined.

04-10: Scheduling

- **USC** – It has been difficult to follow hand written changes to schedules. Would like to confirm that the change in the process to include dating and initialing changes to the schedule has been made.

- **MSC** – Yes, this change has been communicated with appropriate follow up.
- **JSC** – Resolved.

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

- **USC** – Wants both positions filled.
- **MSC** – One job has been posted using the old posting and will be filled within two weeks. This covers the vacation leveling issue. The second job will be posted if it is later determined to be needed.
- **JSC** – Resolved

04-12 Scheduling for Employees Assigned to MSG:

- **JSC** - Resolved

04-13 Scheduling – Call-Ins

- **USC** – Wrong employee was called in, not following procedure. Employee needs to be made whole.
- **MSC** – Needs further investigation. Will respond.

04-14 Scheduling – Contractors

- **USC** – One ladder on maintenance was missed during call-ins. Contractors were called before this crew had a chance to work. Crew should be made whole. Every maintenance employee should have been called prior to contractors.
- **MSC** – Acknowledges crew was not called, but does not agree that we couldn't call in contractors. Only 11 employees came in when called.
- **USC** – You may not bring in contractors for routine maintenance work. 11 employees were enough to do the emergency work.
- **MSC** – We are not contractually obligated to call every maintenance employee prior to calling contractors in.
- **JSC** – Hold Timely. Need to develop timeline of call-ins, # of contractors, and key events. Note: This grievance was referred back to Step 1 and resolved.

04-15 Employee Displacement

- **USC** – Employees were working on emergency down when a contractor was called in. Employees were moved to another job, while the contractors finished. USC wants employees to be made whole for contractor costs.
- **MSC** – The contractor was scheduled to do this same work on 8/18 and the Company notified the Union Maintenance Committee through the emergency process prior to bringing the contractor into the mill. Employees did not lose pay or go home. They were not “displaced” but moved to another assignment for which they were also paid for a second call-time.
- **JSC** – Hold timely for more investigation.

2. Job Classification on Days Off - #5 PM

- **MSC** – Tissue Machine schedule currently based on 12 day schedule. Would like to change to the same 7 day schedule that Converting uses.
- **JSC** – Will hold until next meeting for further investigation.

3. Roll Handler Overtime - #5 PM

- **MSC** – What is the proper method to cover the #3 operator roll handler position?

- USC – If the roll handler is scheduled into that position they are considered the mate on day off (per call-in procedure) and as such are eligible for the overtime.

4. Employee's Responding to Call-Ins Issue

- JSC – Agrees there is a need to jointly work on the issue of getting employees to work when called in.

5. Overtime Giveaway

- USC – Employee submitted an overtime giveaway form for 2 days of overtime. Form was approved. Later found out additional overtime was needed and he was not called. On final schedule, employee was not working overtime. Employee still available for additional overtime.
- MSC – Will investigate and respond.

6. Safety Reprimand

- USC – Employee was reprimanded for an accident. The accident investigation was not completed before the employee received the reprimand. The supervisor said this reprimand was “cast in stone,” but supervisor should have some leeway when meeting with employee and shop stewards. Reprimand lists changes to machinery and guards as possible causes for unsafe situation. USC believes supervisors were informed of unsafe situation but failed to act before accident occurred. Wants reprimand pulled.
- MSC – Will investigate and respond.

7. Kraft Mill Safety

- USC – During down, needed to work on NCG system. Sniff tester did not test for combustibles. Operator was not qualified for job, maintenance came and vented and flushed the system. USC would like additional OP training and qualified sniff testers. Would also like to thank the Mill Wright for his work on this.

8. Tug Operator

- MSC – Employee added to tug operator and call list. Will not lose apprenticeship hours.

9. Electrician Sharing

- MSC – Electrician sharing with other GP mills will not take place during cold outages due to variety of issues.

10. Managing Behavior Problems in the Workplace Workshops

- MSC – Only have two shop stewards signed up for this Friday's session and a couple for the following week. If others need to go, have them contact Linda Ray in HR.

11. Out of Bargaining Unit Hours

- MSC – Provided update on employees with more than 500 hours.
- USC – Unclear when J. Bradfield is in or out of unit.
- MSC – Will follow up.

12. Surveillance Cameras

- USC – Requests list of camera locations posted.

13. Hair & Jewelry/Loose Fitting Clothing Policy

- MSC – Handed out revised policy for comments, based on existing converting policies.

- **USC** – Questions how Company will enforce this policy on night shift. Feels existing policies are adequate.

14. Pulp Slab – Dewiring

- **MSC** – With the installation of the new de-wiring station, the bottom job (Asst Pulper Operator) will be eliminated in the pulp slab. We will wait to implement until the 4th quarter to ensure the equipment is running properly. Employees bumped out will have grandfather rights.

15. Tug Call-ins

- **MSC** – Handed out revised call-in procedure.
- **USC** – Recognizes procedure.

Next Joint Standing Committee Meeting – Wednesday, September 15, 2004

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For the Union	Date	For Management	Date