

Joint Standing Committee Meeting Minutes

August 21, 2002

Present:

USC – Larry Reandeau, Robert Manthe, Rick Erickson, Leroy Crabb, Claude Weaver

MSC – Keith Larson, Joe Hertig, Shawn Wood, Scott Beckstrom, Chad Davis, Jared Loranger, Mark Scheider (#6 Only), Mark White (#6 Only), Keith Vuylsteke (#6 Only)

JSC = Joint Standing Committee

Agenda:

1. Grievances: 02-14, 02-15, 02-19, 02-21, 02-23, 02-24, 02-25, 02-26, A02-03
2. Job Testing – Disability Certification
3. 7/8 Safety
4. Unitizing Pay
5. Union Pension
6. Union Dues
7. Employee
8. Administration Suspension
9. Discipline
10. MSG Temporary Employee
11. Oiler to Apprentice
12. AFLAC
13. GP Hot-Line
14. Vacation Restrictions For May 2003 Maintenance Shutdown
15. Unfreeze Request
16. MSG Position Reassignment
17. #6 Paper Machine Issues
 1. Contractor Selection / Notification
 2. Maintenance Staffing
 3. Probation Period
 4. Contractor Bids
 5. If Offered Bid...
 6. De-List
 7. Testing & Interviewing

1. Grievances:

02-14, 02-15, 02-19

- USC – Lettered crew has certain work days and days off. Any deviation results in a penalty
- MSC – If work schedule is posted, then that establishes the work days and days off.
- USC – Comp. Language says in no case will change days off
 - Would use department guidelines to bring in D crew and lay A crew people off on Wednesday
 - Treating lettered crew employees like relief people
 - Doing this would do away with the crew schedules
- MSC – What would pay have been? Will compare pay between the two methods, will get back to this at next meeting.

02-21

- USC – Consistency in discipline is all over the map. Union and employees are confused
 - In this specific case, employee doesn't really understand what is going on. Had bad experience with EAP.
 - Per letter, what is "step two of our disciplinary" process? Employee has been told he is abusing / harassing others. He doesn't know what the problem is.
- USC – Would like to see constructive counseling → Anger Management
- MSC – Have attempted to get employee's attention in how he treats others. Hasn't worked. The approach to get Employee help was thought to be good since Employee is a good employee. Employee was given a choice of suspension or EAP. Employee has followed through and completed his referral. He needs to change his ways.
- USC – What was discipline that day?
- MSC – Reprimand and EAP referral in file.
- JSC – Resolved

02-23

- USC – Employee scheduled and approved a Floating Holiday for 7/5. Later, the FH was canceled by management and was told he would have to work. Employee did not get penalty pay. [Call time + OT (1/2 time, already paid straight time)]
- MSC – Will Pay

02-24

- USC – Issue is: employee is covering OT on day off. Employee was brought in from outside of progression ladder, but could have changed schedule to cover within ladder. This has been done before and after.
- MSC – Needs to review.

02-25

- USC – To re-submit

02-26

- JSC – Proper relief means at the work area. Any changes need to be approved by supervisors / adjusters.
- MSC – Disciplinary action is appropriate for this type of issue.

A02-03

- USC – Keep Timely

2. Job Testing – Disability Certification

- For job testing, disabilities, such as dyslexia, can be addressed if known and certified and the Nowlin test administered accordingly.
- MSC – Will talk with Joe N. how to certify a disability

3. 7/8 Safety

- USC – Employee came in on a job below his normal job and did not lock out saw house. He received a letter of discussion. Another hourly employee spotted the problem, failed to point out the problem to the employee and instead told his supervisor later. Believe this needs to be addressed with the second employee. Issue → need to fix safety problem right away.
- MSC – Agrees and will reinforce with staff.

4. Unitizing Pay

- USC – Minutes not clear. Pay is blue slip rate or regular pay rate – whichever is higher. Union wasn't informed right away job was going away and wants Employee to be paid correctly at higher rate of pay.
- MSC – Not every job will be filled, but if it is Employee will be paid correctly. (Unitizing Day Coordinator job / Warehouse Lead)

5. Union Pension

- USC – Questions how many have had problems with pension during time with Timber Division. Company sent out record of pension – any issues?
- MSC – two so far

6. Union Dues

- USC – Union reimbursed employee, then company paid him twice and deducted twice and messed up the union's finances. Wants 170.64 for this case.
- MSC – Agrees and will figure out how to get reimbursement to union

7. Employee

- USC – On last chance agreement for testing positive on drugs. Can't get test results. What threshold values were used.
- MSC – Test was above threshold per results. Will not take him off last chance. A positive test for THC is greater than or equal to 50 Ngm/ml., which is DOT and SAMHSA limits per contract.

8. Admin Suspension

- USC – Issue just came to USC attention. Didn't have standing committee member present or know the shop steward involved. Want held timely. Let us know what is going on.
- MSC – Will do training on procedure. Will hold timely.
- USC – Want MSC to reconsider the use of Admin. Suspension.
- MSC – Will Consider

9. Discipline

- USC – Would like to see standardized definitions / levels of discipline.
- MSC – Agrees and will include in training program

10. MSG Temporary Employee

- MSC – Letter sent to doctor asking about status. Depending on result, appropriate steps will be taken. Employee has been assigned to the labor pool and is assigned from there based on medical restrictions.

11. Oiler To Apprentice

- USC – Employee bid and was accepted on a new job. He is being held in his old job until the end of October. Would like to have this time credited to senior helper. (From 8/12/02 to October)
- MSC – Agrees

12. AFLAC

- MSC – cannot do this through payroll deduction for active employees. Union will need to sponsor, collect \$, etc. if wanted.

13. GP Hot-Line

- MSC – Corporate will not handle employee issues such as scheduling. Will cover business conduct (harassment).
- USC – Would like news article to clarify purpose of hotline.

14. Vacation Restrictions For May 2003 Maintenance Shutdown

- The week of 5/12/03 is annual outage. Will freeze vacations / FH. Time off already scheduled will be honored. See attachment.

15. Unfreeze Request

- MSC - Employee has requested an unfreeze, MSC is ok with it. Union needs to evaluate.
- USC – Would like department notified of move around.
- MSC – Agrees

16. MSG Position Reassignment

- MSC – Salvage op. position will be reassigned from MSG to property protection. (John Svenson – Supervisor)

#6 Paper Machine Issues

1. Contractor Selection / Notification

Question: Will #6 contractors be union or non-union?

Answer: Don't know at this time. All jobs will be bid and best value will be selected. All contractors will be held to same standards: Safety, Quality, etc. GP is the prime contractor. Will not have a job site agreement – i.e. All union at reduced rates.

- USC – Need to remember quality and consistency of a union job site.
- MSC – We expect some mix of union / non-union contractors.
- MSC – Will provide notification to mechanics committee fairly soon

2. Maintenance Staffing

- Postings will go up with op. jobs – oilers, maintenance, journeyman, will have meetings with crews about maintenance organization and ask them to make their desires known. Then, jobs will be filled based on needs, skills, etc.

3. Probation Period

- Will continue to be 60 calendar days.

Question: When does it start?

Answer: 1st day of training and it continues.

4. Contingency Bids

- Reviewed and finalized for 8/23/02 posting.
- Journeymen will be posted for 14 days as per customary.

5. If Offered Bid...

- A. If bumped out by returning bidder, does **not** count
- B. Subsequently, **cannot bump others out**
- C. **Can** go onto closed big lists per standing committee approval
- D. Any **“NO” answer is a successful bid**

6. De- List / Rescind

Question: Can employee rescind (de-list) after bid sign-up closes?

Answer: Yes, but must be for job offer.

Question: Does this count against two successful bids?

Answer: If you rescind anytime before job offer, does not count as a successful bid.

7. Testing & Interviewing

Question: Will we test and interview all bidders?

Answer: Maybe not. Will process only the number of qualified bidders needed to fill the openings based upon some practical break in Seniority date.

8. Pay Rate

Question: What is the pay rate for people who are on retained rates during 60-day probation period?

Answer: Greater of (T Rate -10/90) or (Retained Rate – 10/90) Follows pg. 27 4b

Question: What if the “T” rate is higher than final analyzed rate?

Answer: Analyzed rate. Retained rate stops. Same rule applies as current A-3 job analysis.

Question: What percentage will be used for test / Interview? Appraisal?

Answer: Weighted 30% combined test and interview and 70% to appraisal.

Example:

Test / Interview	Weight	Score	+	Appraisal	Weight	Score	Raw Score	Final Score
4	30%	1.2		8	70%	5.6	6.8	7

Next Meeting: Thursday, September 19, 2002

For the Union

Date

For Management

Date