

Joint Standing Committee Meeting Minutes
August 27, 2003

Present:

USC – Rick Erickson, Larry Reandeau, LeRoy Crabb, Ram Manthe

MSC – Keith Larson, Ann Fleck, Scott Beckstrom, Frank Walsh, Jim Lepin

JSC = Both

Agenda:

1. Grievances - none
2. Kraft Mill Employee Freeze
3. Kraft Mill Call-in Process
4. Kraft Mill PSM
5. Employee Unfreezing
6. Pulp Slab Bid
7. #6 B-pool Bid Issue
8. #6 A-pool Bid Issue
9. Extra-board
10. Probation Pay – 10%
11. Probation Timing
12. ATFFH
13. Pulp Dryer Closure
14. Sr. Oiler Bid
15. Employee Performance Review Process
16. Contract Addendum Update
17. Converting HHT/Training Transition
18. Training/Pay Issue
19. Call-ins – Converting and Maintenance
20. Shop Steward Training
21. #6 Training Start Time
22. Asbestos medical Surveillance
23. Set-up Extension
24. Insurance Concerns
25. Last Chance Agreements

1. Grievances:

There were no new grievances to discuss.

2. Kraft Mill Employee Freeze:

- **MSC** – Will freeze Kraft mill employee at Kraft mill day utility. Currently being paid his blue slip rate. Will notify USC prior to making a rate change, if at all.

3. Kraft Mill Call-in Process:

- **JSC** – Worked on Draft – to be reworked.

4. Kraft Mill PSM:

- **MSC** – Cory Fitzpatrick has been permanently assigned as PSM Coordinator. Qualified hourly employees will be asked (may be required) to fill special assignment roles to ensure compliance with the law.
- **USC** – Raised question regarding pay for special projects in the Kraft mill. This is a millwide issue.
- **MSC** – Will investigate and respond.

5. Employee Unfreezing:

- **JSC** – Employee requests to unfreeze. Originally froze based on medical situation. Company would need to have medical letter indicating he is fit to move up. A list of employees who moved around the employee will be reviewed to establish seniority. (Once around – always around)

6. Pulp Slab Bid:

- **USC** – Employee on bid to 7/8 from #4 couldn't handle the dust. Went back to #4 and blue slipped. He was going to Pulp Dryer, but decided not to because Pulp Dryer is going down. Then he tried to go to Pulp Slab, but was told he was out of bids. Believe the bid to 7/8 shouldn't count since the employee went back for medical reasons.
- **MSC** – Thinks Pulp Slab job is filled and person filling in has been there 60 days and is blue slipped. Employee brought up issue too late.
- **USC** – When employee discovered his bid should not have counted against him, he raised the issue.
- **JSC** - If there is a second opening at Pulp Slab, he will be eligible to bid for it. If after 60 days he blue slips, his seniority will move him above first bidder.

7. #6 B-pool Bid Issue:

- **USC** – Employee was asked to choose between #6 and #5. Because of timing, went to #5. Employee he replaced came back and USC requests to have his #6 B-pool bid back.
- **MSC** – Okay with giving him an option to choose to go to #6 if he wants to.

8. #6 A-pool Bid Issue:

- **USC** – Employee was not tested for A-pool because he was so far down the bid list. He accepted a B-pool bid. If they get down to him, can he go with A-pool? He should be interviewed and tested.
- **MSC** – Will confirm and let him test and interview for A-pool and not have B-pool count against him.

9. Extra-board:

- **USC** – Request that as a courtesy (not contractual) that employees be listed by seniority.
- **MSC** – Agree to review with the Clockroom to understand how it is currently being done.

10. Probation Pay – 10%:

- **USC** – Would like to request that the 10% reduction for probationary period be eliminated. Example 7/8 utility wanted to try shipping job. Wanted to come back to 7/8, but couldn't afford to.
- **MSC** – Want to keep 10% probationary/training reduction.

11. Probation Timing:

- **USC** – Issue with probation timing currently at 60 working days. People on Extra Board get blue slipped sooner if they work more often. Other examples include those who work 5 day weeks, etc. USC proposed changing probation to 90 calendar days.
- **MSC** – Will consider and respond.

12. ATFFH:

- **USC** – Pay doesn't always show up on week they were absent. USC is requesting if paperwork is in before close of pay period then attempt to get pay into the system.
- **MSC** – Will ensure they get processed promptly.

13. Pulp Dryer Closure:

- **USC** – Is shutdown similar to Groundwood closure? Will there be enhanced retirement? Severance? Timing?
- **MSC** – Timing still looks to be sometime between the end of the year and the end of the first quarter. It is still undecided if what, if any, supplemental benefits will be available. Also need to discuss bump privileges, specifically does it include the bottom jobs of #6 PM and #6 Converting.

14. Sr. Oiler Bid:

- **USC** – Why did post for a qualified bidder in the middle of the oiler ladder?
- **MSC** – Posting needs to be rescinded.
- **JSC** – A2/A5 language needs to be combined. Larry Reandeau and Keith Larson will work on it.

15. Employee Performance Review Process:

- **JSC** – Scott Beckstrom, Ann Fleck, Ram Manthe, and LeRoy Crabb will work on developing Employee Performance Review process.

16. Contract Addendum Update:

- **JSC** – Ann Fleck, Dan Duvall, and Gene Dixon will work on updating the contract addendum.

17. Converting HHT/Training Transition:

- **MSC** - #6 operator adjusters are coming back to HHT 2 days to help with training.

18. Training/Pay Issue:

- **USC** – Employee has been training on the winder and should be having the opportunity to run the winder. However, employee has been so busy training new employees, that employee hasn't been able to complete own personal training and now junior people are moving around employee and running the winder, and being paid for it. Understand the need to have her training, but don't want employee to be penalized pay wise.
- **MSC** – Ann Fleck will look into it.

19. Call-ins – Converting and Maintenance:

- **MSC** – Concern at lack of response to call-in to fill operational and maintenance needs. Overtime is not optional when equipment is shutdown.
- **USC** – Union acknowledges employee obligation to meet operational needs and encourages people to respond. USC thanks employees who are responding and in some cases, working many hours of overtime and encourages all employees to do their fair share.

20. Shop Steward Training:

- **JSC** – Shop Steward training on September 24th. Begin at 7:00 am with 30 minute introduction by union, 7:30 am – 11:00 am Jerry Gjesvold training, 30 minute lunch break, 11:30 am – 2:30 pm Civil Treatment training, with 2:30 pm – 3:00 pm union wrap-up.

21. #6 Training Start Time:

- **USC** – Agrees to 6:00 am start with no penalties. Training time will be flexible to accommodate bridge problems, etc., but will enable employees to work their 8 hours.

22. Asbestos Medical Surveillance:

- **MSC** – Paint crew requested annual physicals. Dr. Harpole and Bill Harrah indicated agreement. However, this is on hold pending decision from Corporate Health and Safety.

23. Set-up Extension:

- **MSC** – Will be announcing Maintenance organization changes next week. Would like to extend set-up for one additional month in order to train new employee.
- **USC** – Agreed.

24. Insurance Concerns:

- **USC** – Concerned about some insurance coverage issues.
- **JSC** – If there are insurance problems, please see Ann Fleck in Human Resources. Open Enrollment begins in October and we would like to surface and resolve issues prior to that.

25. Last Chance Agreements:

- **USC** – Questioned termination dates of Last Chance Agreements for two employees.
- **MSC** – Responded with dates for each employee.

Next meeting: **September 17, 2003**

Next Wauna Council Meeting: **September 18, 2003**

For the Union

Date

For Management

Date