

# JOINT STANDING COMMITTEE MEETING MINUTES

September 17, 2003

## Present:

USC – Ron Jones, Leroy Crabb, Paul Burgher, Rick Erickson, Ram Manthe

MSC – Keith Larson, Ann Fleck, Tom McGuigan, Frank Walsh, Scott Beckstrom

JSC = Both

## Agenda:

1. Kraft Mill Employee Call-In
2. Kraft Mill Freeze
3. Kraft Mill Seniority List
4. Pay for Special Projects (such as PSM)
5. A2/A5
6. Employee Un-Freeze
7. Probation Period
8. Probation Pay
9. Chip Technician
10. Contract Addendum
11. Pulp Mill Dryer Closure
12. HHT Move-Ups & Training
13. Performance Feedback Review
14. Shop Steward Training
15. Asbestos Surveillance
16. Insurance Issues
17. Flexible Spending Accounts
18. Extra Board
19. Out-of-Bargaining Unit Report
20. #9 HHT Conversion Issues

### 1. Kraft Mill Employee Call-In

- MSC – Not done yet, but will modify to account for all available resources.
- USC – O.K., but need to follow what is written and share with JSC.

### 2. Kraft Mill Freeze

- MSC – Tested employee on Brownstock job for LOTO after re-training. Based on failing part of the test, employee was disqualified from Brownstock job and demoted to Utility job. Until today was paid at blue slip job. As of today will be paid Utility rate.
- USC – Believes employee should get blue slip rate of pay.
- MSC – Restated contractual and past practice applications for paying rate of job worked.
- USC – Employee and Shop Steward at the time believed the blue slip rate would be retained. Would like to review options with employee again, (i.e. re-testing/re-training).
- MSC – Agrees.

### **3. Kraft Mill Seniority List**

- MSC – Sent out shortly after last meeting.
- USC – Anyone frozen on the ladder?
- MSC – Not sure, will find out.

### **4. Pay for Special Projects (such as PSM)**

- MSC – Handed out guidelines “Pay for Special Projects”. Not finalized yet. Intent is to be consistent across mill.

### **5. A2/A5**

- MSC – Will take Lube crew and re-assign to individual maintenance crews as of Monday.
- USC – Some questions – Who will order supplies, keep/pay time, how will farm-outs work?
- MSC – Good questions, and they will be addressed.
- USC – Also, what about filters.
- MSC – Another good question to be resolved.
- USC – Overall like idea. Need to share with Maintenance Committee.
- MSC – Still need to work on language.

### **6. Employee Un-Freeze**

- MSC – One employee has moved around the frozen Stock Prep employee and is now permanently around.
- USC – Agreed.

### **7. Probation Period**

- MSC – Will stay with 60 working days/120 calendar days probation period.
- USC – Concerned about employees. For example employees who work in Box Facial work 8 hrs/5days/week and end their probationary period before those who work 12 hrs/4 days/week, making them eligible to bid for jobs sooner than compressed schedule workers.
- JSC – Agreed to limit bids to after 120 calendar day probation period. Blue Slip days wouldn't change (60 day/120 days). Would not affect entry-level pay.

### **8. Probation Pay**

- USC – Drop 10% on bids. Also, not consistent, for example #6 employees not being hit.
- MSC - #6 Project was an agreed one-time exception by JSC. At this point, will not eliminate 10% penalty. Employee will get it back at the end of their probationary period. Believe that this will reduce non-serious bids. It is an incentive to encourage employees to decide if the job is right for them.
- USC – Still believes that this is a penalty.

### **9. Chip Technician**

- USC – Question about employee grandfathered to job. Want documentation that employee is grandfathered to Chip Technician job.
- MSC – Will follow-up.

### **10. Contract Addendum**

- MSC – Working on this. Need to clarify job titles and progression ladders. Also, what jobs are actually left on the progression ladders.

### **11. Pulp Mill Dryer Closure**

- **MSC** – Still investigating the possibility of retirement incentives per the Groundwood Business Closure.

### **12. H.H.T. Move-Ups & Training**

- **USC** – Management's response was not correct per employee.
- **MSC** – Believes that it was correct, but will follow-up with key people and the employee to resolve.

### **13. Performance Feedback Review**

- **JSC** – Draft of Goals and Principles reviewed with the sub-group. Encouraged them to continue the good work.

### **14. Shop Steward Training**

- **JSC** – Meeting scheduled for September 24, 2003. Will include Behavior Problems Associated with Substance Abuse in the morning, and Civil Treatment for Employees in the afternoon.

### **15. Asbestos Surveillance**

- **MSC** – Still waiting for corporate guidelines.
- **USC** – Instructor told them they should be in program.
- **MSC** – Will go by Corporate & OSHA guidelines. Will try to expedite the process.

### **16. Insurance Issues**

- **USC** – Employee wants to put Step-Grandchildren on insurance.
- **MSC** – Only if employee adopts the grandchildren.
- **USC** – Would have been covered under Fort James original plan, but grievance denied. Now can't get them covered. Want to hold open.

### **17. Flexible Spending Accounts**

- **MSC** – Over-the-counter medications will now be covered making spending accounts even more valuable. **Open enrollment** will be held for hourly employees from **October 20<sup>th</sup>** to **October 31<sup>st</sup>**.

### **18. Extra Board**

- **MSC** – Working on issue. Looking at electronic sign-up.

### **19. Out-of-Bargaining Unit Report**

- **MSC** – Two people to follow-up on.
- **USC** – Question around Supervisor's opening in Napkins.
- **MSC** – Supervisor's opening is due to coordinating/training new hires. After this is over, this supervisor will return to his regular position, and the Relief's will return to their jobs.

### **20. #9 H.H.T. Conversion Issues**

- **MSC** – Options have been decided. Need to be proactive around plans for moving from H.H.T. to T.T. and people movement.
- **USC** – Should put a group together to address these issues.
- **JSC** – Ram and Leroy, and Tim and Mark.

*Next meeting: Wednesday, October 15, 2003*

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For the Union

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Date

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For Management

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Date