

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**September 18, 2000**

## **Present:**

**USC** – Roland Lee, Larry Reandeau, Rick Erickson, John Gorley, Mike Bouse

**MSC** – Joe Hertig, Greg McCallister, Scott Beckstrom, Will Laport,

**SCRIBE** - Jeremy Burnett

## **Agenda:**

1. Grievances: 00-14, 00-17, 00-18, 00-19, 00-20, 00-21
2. Unfreeze Employee
3. Shipping/Unitizing Progression Ladder
4. Seniority and OT Swaps
5. USCG Tug License Changes
6. Work Assignments
7. Senior Equipment Operator “Dry Run”
8. After-the-Fact Floating Holidays
9. Workers Comp Claim
10. Insurance – Misc. Issues
11. Insurance Committee
12. Lime on Cars
13. Coremaker
14. Hours out of Bargaining Unit
15. Temporary Rate – Quickstock Job
16. Quickstock Room Staffing
17. Contract Books
18. Hostler Driver
19. Safety

## **1. Grievances:**

### **00-14: Overtime – Revisited for Clarification of 8/17 Minutes**

- **MSC** – Clock started on the 1<sup>st</sup> scheduled 4-night rotation. Does not include prior overtime nights that were in addition to his regular schedule i.e. he worked Day, Day, Night, Night then (OT Night and OT Night).

### **00-17: Seniority Move**

- **MSC** – Understand that a vacation created the opening. Seniority moves don’t typically occur because of this.
- **USC** – Believe senior moves have occurred previously (partial senior move occurred). Don’t know of any “agreements” in the Steam Plant. Based on schedule supplied, it appears that the operator should have been moved.
- **MSC** – We’ll need to get together with supervision from the area and get more information.

- **USC** – Bring forward this agreement to get in writing.

### **00-18: Wood Processing Maintenance**

- **USC** – Believe there should be a work order for this work. Section 34, Paragraph E should be followed.
- **MSC** – Nature of the work can't justify maintenance support. This work was just remounting a pole and clamping it up. This was a replacement job. Tools used were a nut driver and crescent wrench which would be consistent with the type of tools used by many operators around the mill.

### **00-19: Management Doing Hourly Work**

- **USC** – Hot work permits are being written without including the employee.
- **MSC** – Property Protection Supervisor is responsible for hot work permits in the mill. He can delegate the work to other people on an as needed basis. He has delegated the issuance of hot work permits to the Emergency Response Coordinator and to the Fire System Inspector in addition to others in the mill. However, Property Protection Supervisor is still the person with the accountability to ensure the process functions accurately and efficiently.
- **USC** – Withdraws the grievance.

### **00-20: Call Time**

- **USC** – Final schedule wasn't posted by 3:00 p.m. Friday.
- **MSC** – Employee's name was on the Wednesday schedule, and was still scheduled the same on the final.
- **USC** – The intent of the language is to catch the changes from the preliminary to the final schedule. Employees must be given 36-hour notice, therefore the schedule must be posted by Friday, 3:00 p.m. With the understanding that the employee knew he was scheduled for overtime based upon the schedule that was posted on Wednesday, the Union withdraws the grievance.

### **00-21: Set –up Supervisor Called in for Overtime**

- **MSC** – Employee worked as a planner on Wednesday, Thursday and Friday. He was then called in for more work on Saturday.
- **USC** – Employee was out of the bargaining unit, thus should not be called in as was done in this instance.
- **MSC** – Employee got move-up rate over the holiday (7/3 and 7/4) and was scheduled to set-up as a planner for Wed., Thur. and Fri. of that week.
- **USC** – Any millwright can and should be called in (from other areas) before contacting a person who has been set-up out of the bargaining unit.
- **MSC** – Agree to settle this due to improper call-ins – the company should have made an effort to contact another millwright first. Will pay the senior qualified millwright for the hours worked on Saturday.

### **1. Unfreeze Employee**

- **MSC** – #5 Paper Machine employee request to unfreeze. Due to circumstances he is ready to unfreeze.
- **USC** – Requests names of people who have moved around him during the time he was frozen.
- **MSC** – Will provide **USC** with the names.

### **1. Shipping/Unitizing Progression Ladder**

- **MSC** – Back to the original ladder. Truck Door Checker will have added duties. He will help out Shipping. He will help unload trains and help in Pulp Dryer.
- **USC** – Would like to get a priority list for the Checker to follow.
- **MSC** – The manager should set the priority list and will advise the department manager of the Union’s request.

### **1. Seniority and Overtime Swaps**

- **MSC** – Person scheduled for overtime doesn’t want it, and looks for coverage. What happens with these swaps and seniority on shift,
- **USC** – When you shift crews you should swap seniority.
- **MSC** – In converting people who traded have kept seniority.
- **USC** – Believe a procedure should be consistent mill wide. Need to swap seniority with overtime swap.
- **MSC** – For now the seniority will be swapped with overtime and this will be a mill wide policy.

### **1. USCG Tug License Changes**

- **MSC** – There are changes coming for Tug Boat Operators. An employee wants to move past two other employees in the progression ladder to do this job. Basically two employees would be freezing at the Woodmill Utility job.
- **USC** – Need to verify if the two employees can or cannot do Tug Boat Relief.
- **MSC** – Will check on qualification of the two employees in question.
- **USC** – Will write a letter to the affected people.

### **1. Work Assignments**

- **MSC** – The company developed the data requested by the Union as relates to work assignments by an hourly employee - in particular, time spent on special projects, set-up supervisory work, etc. for the past six months.
- **USC** – The Union will address the issues directly with the employee. USC asks that we don’t use the PPRC pay code.
- **MSC** – The company uses the PPRC pay code to be able to track those costs.

### **7. Senior Equipment Operator “Dry Run”**

- **MSC** – Still gathering information, job description has been prepared by Manufacturing Support Services supervisor and has been submitted to the Job Analysis Board for a “dry run” report.

### **7. After-the-Fact Floating Holidays**

- **USC** – Not all employees were aware of the 13 day policy. That is why they find themselves in a position of needing to schedule a floater on short notice.
- **MSC** – It is rare that a request for an after-the-fact floating holidays is turned down if a person has an absence rate below 2.5%. However, employees should have a bon-a-fide reason and should be held accountable. Will revisit this issue with more information at the next meeting. All call-ins must go through the clockroom.

### **9. Workers Comp Claim**

- **USC** – Need information on employee.
- **MSC** – Employee needs more tests and may be looking into a disability retirement.
- **USC** – What about an extension of time for insurance benefits?

- **MSC** – Can't do at this time without having more information regarding the individual's prognosis. Once he completes some additional medical evaluations, a meeting will be arranged with the employee and the Union regarding this issue.

#### **10. Insurance – Misc. Issues**

- **USC** – There are several misc. issues with people and insurance and specific questions related to how the S&A 50% draw is figured.
- **MSC** – Basically, S&A is taxed and Worker's Comp is not taxed. The Company does not have an obligation to pay S&A while a Worker's Comp claim is under review or being contested. The reason for the 50% S&A payment relates to the tax implications as determined how the case is ultimately decided. As long as the Company makes the S&A payment option available, it will be paid at 50%.

#### **11. Insurance Committee**

- **MSC** – Hope to have this group together in the next month.

#### **11. Lime on Cars**

- **MSC** – Have the procedure on how to wash the cars.
- **USC** – People are upset that they have to fix this problem.
- **MSC** – This was an unfortunate issue. More information in near future.

#### **13. Coremaker**

- **USC** – Coremaker wanted to fill in on day shift. Shift man would provide relief. Senior people should be working on days.
- **MSC** – Can't have penalty pay just to accommodate the senior persons desire to work day shift.
- **USC** – Need to fill on day vacancies with senior people.
- **MSC** – Will look into it.

#### **13. Hours out of Bargaining Unit**

- **MSC** – Need a list of names to check.
- **USC** – List is submitted. Just don't know who is moved up.
- **MSC** – Right now we do not have the same reporting capability we had under the previous payroll system. Will check MIS to see if a report can be prepared to develop this data.

#### **13. Temporary Rate – Tissue Quickstock Positions**

- **USC** – Robot job has had a temporary rate for 2 years.
- **MSC** – Job hadn't stabilized during the first six to nine months. Then we got involved in negotiations and had difficulty scheduling people to get to it. In fact, the job analysis isn't complete yet because the proper tables needed by the job analysis board were not available when they were here on 9/11, 9/12 and 9/13.

#### **13. Tissue Quickstock Room Staffing**

- **USC** – Info given to USC is that not all Utilities from 3, 4 and 5 toilet tissue line of progression had been informed of the opportunity to express their desire to staff the Quickstock jobs. The nine people who had rights have been assigned. Therefore, there are no further obligations for this "one time" opportunity.
- **MSC** – 4 bids for Relief Quickstock jobs have been accepted. 1 bid for permanent Quickstock job has also been accepted.

**13. Contract Books**

- **MSC** – The printer has informed us that the contract books should be in by the end of the month.

**13. Hostler Driver**

- **USC** – Have done some research and the job is twice as much as previously thought. He delivers any trailer to any location in the mill Hostler is making decision for the company that may not be in our best interests. Grievance to be taken directly to the 3<sup>rd</sup> step will be filed.

**13. Safety**

- **USC** – Seems that safety may be dropped in some instances. Recommend that safety be a topic at the Joint Standing Committee Meetings. Recommend having a Union Safety Captain to provide input at the JSC. Looking at expanding the SAC hours. Need all departments to develop safety committees. Would like to have this in place by year-end.
- **MSC** – Safety would be appropriate to discuss at this meeting.
- **USC** – The mill mindset isn't where it needs to be yet to be accident free.
- **MSC** – Agree with the need to reinforce safety initiatives and the points made by the USC.

*Next Meeting:                      Wednesday October 18, 2000*

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for the Union

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Date

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for Management

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Date