

JOINT STANDING COMMITTEE MEETING MINUTES

September 18, 2002

Present:

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

MSC – Keith Larson, Joe Hertig, Chad Davis, Scott Beckstrom, Jim Lepin, Frank Walsh

JSC = Joint Standing Committee

Agenda:

1. Grievances: 02-14, 02-15, 02-19, 02-21, 02-22, 02-23, 02-24, 02-25, 02-26, 02-27, 02-28
2. #6 Paper Machine Issues
3. A5 to A2 Transfers
4. Salvage Job
5. Yard Relief Job
6. Movement of Rail Cars/MSG Jurisdiction
7. Vacation Donation
8. Employee Job Bid
9. Retirement Committee
10. Progressive Discipline
11. Wauna Council Structure
12. D-Shift Unitizing Coordinator
13. Out-of-Bargaining Unit Report
14. Years of Service
15. Quality Analyst Job Description
16. Extension of Employee Probationary Period
17. Freezing Employees in MSG
18. Screen Room Utility Posting
19. #4 Rewinder Posting
20. Employee Reassignment
21. Timely Responses

1. Grievances:

02-14, 02-15, 02-19: Stock Prep

- MSC – Paid.

02-21 Disciplinary Process:

- JSC – Resolved.

02-22: Test Results

- JSC – Resolved.

02-23 Floating Holiday:

- JSC – Paid.

02-24 Overtime:

- **MSC** – Made reasonable effort to fill within classification to accommodate desire for O.T.
- **USC** – Disagrees. Have accommodated people several times in the past. People have worked a lot of overtime in the past. Will take to 3rd step.

02-25 Testing:

- **JSC** – Resolved.

02-26 Discipline:

- **USC** – Withdrawn

02-27 Clothing:

- **USC** – Withdrawn, Standing Committee does not want people called on sleep time except in an emergency.

02-28 Payment of Union Dues Deductions:

- **USC** – Mistakes cause the union a lot of time and money to correct, more than the amount that was received to correct the problem. The union wants to be compensated.
- **MSC** – Company agreed to pay the difference of the deductions after it was brought to our attention. Check request has been made, but takes time to clear. Being a union officer requires commitment, it is not appropriate to pay this grievance.
- **USC** – This problem was created after it was suppose to be resolved. This was above normal duties. Based upon the way the grievance was written, will withdraw.

2. #6 Paper Machine Issues

- **USC** – Wants to know rating assessments. Have agreed to selection process, but also need to be able to evaluate selection process and appeals.

- **Sharing/Revealing Assessments:**

MSC - This was done for approximately 600 operations employees, not maintenance. Was not done to evaluate their performance; done only for #6 Paper Machine process. Will not go into their file. Won't come into play unless denied a job and junior person gets the job. Was done confidentially and was never intended to be released. If people are interested in evaluation, will do for all mill employees in the future. The request is not granted.

USC - Disagrees. On a case by case process, appeals process was to work with management to resolve differences. If evaluations process is valid, we should be able to get it to assess if seniority is violated. Need to have this data to represent members.

MSC - No seniority violations have occurred, therefore no need to review assessments other than curiosity.

USC - Why the secrecy?

MSC - Not productive to release information.

USC - Needs to understand/verify the process.

MSC – Will have Joe Nowlin come and present it if process in question, but several union officers sat through an overview when Joe Nowlin was here.

USC - Not what is wanted. Want to see scores.

MSC – Will give score distribution, but not individual scores.

USC – Would like individual scores of people in dispute – presented letter.

MSC – Will know qualitative rating by default. Doesn't matter specific scores, but rather 5 or less or 6 or greater. Appeals process in the grievance process. Will respond letter.

- **Weighting Process:**
MSC – Chad D. handed out additional examples of how the weighting process will work.
USC – Understanding and agreement.
- **Late Bid:**
MSC – System did not close down at 7:00 a.m. as was suppose to happen. Employee bid at 7:20 a.m. for #6 Paper Machine. Should bid be accepted?
USC – Agrees that process was followed. Bids after 7:00 a.m. should not be accepted.

3. A5 to A2 Transfers

- **MSC** – Reviewed process for bringing A5 to A2.
- **USC** – Would like to see next step to full maintenance,
- **MSC** – This gets them part way there. Need to work with this before developing next step.
- **USC** – More work to do. It's not up to maintenance about what they will accept. It is up to the Standing Committee. They should have a say as to what happens, but it is up to the Standing Committee to decide.
- **MSC** – This is an intermediate step and a win-win for both groups.
- **USC** – Would like to take back to the membership and get their input. Wants to get this resolved.

4. Salvage Job

- **USC** – Seniority and rate will be maintained. Wants job analyzed.
- **MSC** – Will submit to Job Analysis.
- **USC** – Wants the employee to have grandfather rights to the yard crew, and wants this information placed in his file. How about relief? This is a stand-alone job reporting to J. Svenson.
- **MSC** – Not a full-time job – other tasks may be added. Agrees that MSG will provide relief for salvage job.

5. Yard Relief Job

- **USC** – Have filled the position for six months. Would like to have it posted.
- **MSC** – As soon as college pool is gone, these people will leave. They have been used for vacation relief. Will check and respond to who vacation relief people are.

6. Movement of Rail Cars/MSG Jurisdiction

- **USC** – Yard has dealt with these before and is better equipped to do the job.
- **MSC** – Understands who has done the job in the past. Will evaluate and identify who is best. There are no jurisdictional issues here. May have more than one group trained. MSG may be assigned to do it, but so might others.
- **USC** – Yard has done this in the past.

7. Vacation Donation

- **MSC** – Company will not sign off as it is not for “humanitarian reasons”.
- **USC** – Thought it was a formality. Will get vacation off the books.
- **MSC** – Reserves the right to consider reason for donation.

8. Employee Job Bid

- **USC** – Wants employee bid to the East-side of mill taken back (not counted against him).
- **MSC** – Agrees.

- **USC** – On a separate issue, would like the Last Chance Agreement as it pertains to this particular employee reduced from 2 years to 1 year.
- **MSC** – Will consider, but not likely.

9. Retirement Committee

- **USC** – Would like to upgrade retirement communications and suggests meeting with Joe and Linda to work on it.
- **MSC** – Joe will check and respond.

10. Progressive Discipline

- **USC** – Not clear about order of progressive discipline and how they relate (what each step entails). Need more structured and defined steps.
- **MSC** – In process.

11. Wauna Council Structure

- **USC** – Converting department doesn't have either of their superintendent present. This is the biggest area of the mill and they should be represented.
- **MSC** – Agrees that representation is needed. Typically Mark S. or his representative shows up and represents the entire department.

12. D-Shift Unitizing Coordinator

- **USC** – Work is being done and job hasn't been eliminated. Therefore, the rate of pay for the Unitizing Coordinator should be paid. The work is still being done, and the employee has seniority rights.
- **MSC** – IF the work isn't being done, the employee shouldn't get the rate of pay. Will talk to Norm.
- **USC** – Will submit to 3rd Step #02-29

13. Out-of-Bargaining Unit Report

- **MSC** – Will get next report after the end of the Quarter (September 30th), should be ready in early October.

14. Years of Service

- **USC** – Wants to verify Timber Division years of service for employee.
- **MSC** – Will do.

15. Quality Analyst Job Description

- **USC** – Have problems with differences between supervision and employees on job descriptions. Want all duties listed on job description and paid accordingly.
- **MSC** – Should work as directed.
- **USC** – Employee is doing work.
- **MSC** – Will review with Constance and Ann.

16. Extension of Employee Probationary Period

- **MSC** – Employee off for an extended period of time for medical reasons. Would like extension of probation by three weeks when the employee returns in December.
- **USC** – Agrees.

