

JOINT STANDING COMMITTEE MEETING MINUTES

September 19, 2001

Present:

USC – Mike Bouse, Claude Weaver, Rick Erickson

MSC – Keith Larson, Joe Hertig, Scott Beckstrom, Will Laport, Greg McCallister

Agenda:

1. Grievances: 01-28, 01-30, 01-31, 01-35, 01-36
2. Groundwood Employee Pay
3. Hot Meals
4. Check Availability
5. Mechanic's Committee
6. Insurance (Prescription) Issues
7. Incident Reporting
8. New Electricians Mill Seniority Slotting
9. Military Leave
10. Refunding Union Dues
11. Notification/Clocking Out
12. Passwords
13. Health & Dental Costs
14. John Nee
15. Box Facial
16. Apprenticeship Slotting

1. Grievances:

01-28: Attendance

- USC – Questions concerning the first three days before vacation. The employee is concerned about the impact on his absence record.
- MSC – Will give employee granted time off for three days.
- USC – Grievance resolved.

01-29: Reprimand

- USC – Employee was sleeping during his break. USC believes that the meeting was to inform the employee that he couldn't sleep during his break, and that this was an informational meeting only.
- MSC – The meeting was for information collection purposes. The employee was informed that there may be more follow-up.

01-30: Scheduling

- **USC** – Oil system is Assistant Utility Operator, not Assistant Recovery Operator duties. Management decided this is extra work and scheduled (following Extra Work Guidelines). By chance some people were scheduled properly, but others were not. All work was done on overtime.
- **MSC** – Don't believe scheduling was wrong. System was temporary – no special skills required. Caretaker type job. Did not need skills of Assistant Utility Operator.
- **USC** – If above holds then schedule was wrong – it didn't follow the guidelines consistently. Employee should be paid due to scheduling error. Still believe it is the Assistant Utility Operator job.
- **MSC** – Other examples in the mill relate to this (such as backhoe equipment). If the tasks were normally done by the Assistant Utility Operator would agree, but in this case, it was to watch for environmental hazards. Will follow-up with department management.

01-31: Scheduling

- **USC** – Provided list of employees who need to be paid.

01-35: Overtime Pay and Call Time

- **USC** – Both employees were working. The employee was directed to start work early. No one was paid overtime.
- **MSC** – Is the July 8th date correct? Is the grievance timely?
- **UCS** – The grievance was brought up at the July JSC meeting. July 8th may be the wrong date.
- **MSC** – Will check on 7/1/01 for punches. Will follow-up on other details (overtime). Will keep timely.

01-36: Scheduling

- **USC** – Past practice is crews rotate (regardless of schedule) to fill vacancies, starting with senior person. Schedule was wrong. The employee scheduled in the #2 slot should have been scheduled in the #1 slot.
- **MSC** – Will hold timely to investigate more.

2. Groundwood Employee Pay

- **MSC** – Don't know the dates the employee was doing hands-on work. Suggest that a small group get together to resolve the issue.
- **USC** – Claude will contact employee and set-up meeting.

3. Hot Meals

- **USC** – Report out on area restaurant survey and problems with all.
- **JSC** – Recommendation: A meal = 1 entrée as listed on menu + 1 drink (excluding milkshakes).

Employee Options:

1. Restaurant order if restaurant is open and conditioned on enough orders to justify delivery charges.
2. T.V. Dinner (available at the Clockroom)
3. Meal Ticket
4. Pay on check in lieu of meal ticket

Pizza Options:

<u># of People</u>	<u>Pizza Size</u>
1-2 people	1 small pizza
2 + people	1 medium pizza
3 + people	1 large pizza
4 + people	1 family pizza

4. Check Availability

- **USC** – One issue is people who live out of the area who will have to come back to the mill at 5:00 p.m. to pick up checks. Second issue is employees working overtime on Friday and can't get to the bank.
- **MSC** – The issue for the company is employees depositing checks prior to the actual Friday pay date. Will try to get additional clarification from G-P.

5. Mechanic's Committee

- **USC** – Developing a mission statement. Would like to be on the October agenda.

6. Insurance (Prescription) Issues

- **USC** – If the prescription by a Doctor says "No Generics" the employee shouldn't have to pay extra for the medication.
- **MSC** – working on this issue.

7. Incident Reporting

- **USC** – Believes all accidents should be reported. However, some employees believe they will be penalized for reporting too many minors or be forced to attend Focus which some view as a punishment.
- **MSC** – Need to publicize the absolute requirement to report all injuries. Need to publicize that Focus is a positive intervention to help employees work without accidents and injuries.
 - a) SAC to help.
 - b) Employees who've had positive results to help.

8. New Electricians Mill Seniority Slotting

- Both Aaron Sandaker and David Stone started at Wauna on 8/20/01.

	<u>Wauna H.D.</u>	<u>Bellingham H.D.</u>
Aaron Sandaker	8/20/01	1/5/98
David Stone	8/20/01	8/4/97

- **JSC** – Agreed that David Stone, who was offered a job first and who had greater seniority at Bellingham (8/4/97) would be senior to Aaron Sandaker (1/5/98)

9. Military Leave

- **MSC** – Handed out update to policy.

