

# **JOINT STANDING COMMITTEE MEETING MINUTES**

**September 21, 2005**

## **Present:**

**USC** – Rick Erickson, Larry Reandeau, Ron Jones, Ram Manthe, Paul Burgher, George Brajcich

**MSC** – Ann Fleck, Shawn Wood, Scott Beckstrom

**JSC** – Both

## **Agenda:**

1. Grievances – 05-09, 05-10, 05-11, 05-12, 05-13, 05-14, 05-15, 05-16
2. Maintenance 4-10 Work Schedule
3. Out of Bargaining Unit Hours
4. Courtesy Relief
5. Future Hourly New Hires
6. Napkin Seniority
7. Job Eliminations
8. 1&2 Paper Machine Pay During Spring Grind
9. 1&2 Paper Machine Training
10. Filling Vacancies
11. PECO
12. ID Badges

### **05-09:**

- **USC** – In the past, it has been considered acceptable to choose to leave an employee on their same crew, but we would pay the employee the rate of pay their seniority would entitle them to.
- **MSC** – Will make employee whole.

### **05-10:**

- **JSC** – Resolved at third step.
- **USC** - We would like to request that the employee be made whole for missed work minus any worker's compensation and unemployment effective the date the employee was available for work.
- **MSC** – Will review to see if work the individual could perform was available during that period of time and what the difference with unemployment and workers' compensation would be.

### **05-11:**

- **USC** – The employee completed a minor incident report after reaching around a guard, and was disciplined.
- **MSC** – We do not have a complete understanding of exactly what the employee was doing – adjusting the machine as is allowed under policy or reaching beyond a guard which is a violation of safety policy. Need to understand what the employee was really doing. Was it an adjustment to the machine or was employee clearing a jam?
- **JSC** – Will hold timely. We would like to go out and see for ourselves what the employee was doing.

### **05-12:**

- **USC** – Based on company-supplied information stating that employee’s doctor has placed tighter restrictions on the employee than what the job requirements of the position are, and as a result preventing a physical capacities test from being able to fully evaluate the employee’s ability against their blue-slipped job, we withdraw this grievance.

### **05-13:**

- **USC** – Employee was sent home and the crew moved up. This left the bottom position open. No attempt was made to fill the open position, which we feel was a complete disregard of employee safety.
- **MSC** – We are not aware of any complaints from the crew that ran short that they felt it was an unsafe situation. It appears that only the employees who didn’t get called in for the overtime have concerns. It is also not clear **if** the grievants would even have been the mates that would have been called. Additionally, there are times when we allow employees the flexibility to leave early for various reasons and positions are not back-filled if it is deemed safe.
- **JSC** – If an employee is sent home by management, supervision will consult with the crew before deciding to fill the position. The crew may need to run short while waiting for the relief to come in. It may be decided that it is safe to leave the position open.
- **USC** – Withdrawn.

### **05-14:**

- **USC** – Suggested that employees talk with H.R.
- **MSC** – One employee has talked with H.R. and we are following up with Accounting to get documentation. If this shows employee did take the proper steps, the discipline will be removed, otherwise it will stand.
- **USC** – Resolved, based on above.
- **MSC** – Also, we need to emphasize the need for all employees to follow the Sarbanes-Oxley (SOX) regulations.

### **05-15:**

- **USC** – Understands issues; would like to have a documented process in place by December so that it can be clearly understood by everyone.
- **MSC** – Agreed. Will bring draft to the December JSC meeting.
- **USC** – Withdrawn.

### **05-16:**

- **USC** – Vacation cancelled after schedule was finalized. Since management agreed to cancel vacation should have re-done schedule regardless of penalties. Inconsistent handling of overtime 8/24 vs. 8/27.
- **MSC** – Will follow-up and respond.

## **2. Maintenance 4-10 Work Schedule:**

- **MSC:** Converting E&I Maintenance crew has proposed a 4-10 schedule. There is some support to look at it by management. There are several issues to be resolved, but wanted to give the JSC a heads-up.
- **USC** – Suggests we look at the Box Facial Department 4-10 document as a basis.
- **MSC** – Will look at a small group in Converting for a trial/pilot period of ~16 weeks. Which group has not yet been determined.
- **USC** – Want to have a “living” group to work bugs out before moving to the entire mill. Several questions arise.

- How would the two groups be split out? Monday – Thursday vs. Tuesday – Friday.
- How would OT be paid, especially with lunch breaks.
- Holiday pay for 10 hours vs. 8 hours.
- Vacations day off to day off
- Working days off would get a call time
- **JSC** – Premise is it would be cost neutral.
- **USC** – Generally supports the concept; needs to work out details. i.e. special circumstances such as extended downs, etc...

### **3. Out of Bargaining Unit Hours**

- **MSC** – Several employees are unchanged.
- **USC** – We have an agreement if an employee is off on special assignment the USC is notified.
- **MSC** – Agreed. Will follow-up.

### **4. Courtesy Relief**

- **JSC** – The JSC agrees that there is a courtesy relief and that penalties do not occur until after the official start/stop time. The company agrees to pay for 24 hours of work for shift crews.
- **MSC** - The company will review the punch time for the Kraft Mill information meetings for the meeting in question.

### **5. Future Hourly New Hires**

- **MSC** – All future new hires will complete a physical capacities test prior to hire. Current employees will be managed following the ADA processes/guidelines.

### **6. Napkin Seniority**

- **MSC** – No Napkin Adjustor jobs have been eliminated. Three employees are on extended sick leave and we do not blue slip replacements until there is an actual vacancy.

### **7. Job Eliminations**

- **MSC** – No final decisions have been made, but there are discussions going on.
- **USC** – There are supervisors talking about jobs being eliminated which may not be correct. This is causing a lot of employee concern. These type of things should be discussed at the Wauna Council and the JSC.

### **8. 1&2 Paper Machine Pay During Spring Grind**

- **MSC** – This was resolved and corrected. Pay rates were adjusted. H.R. did receive confirmation from payroll that this was done.

### **9. 1&2 Paper Machine Training**

- **USC** – There is concern about lack of training on move-up positions.
- **MSC** – Will share the concern with management from this area. We are not aware of any contract or seniority violations though.

### **10. Filling Vacancies**

- **USC** – Need to bring new employees over to Quick Stock and Box Facial to fill open positions.
- **MSC** – Being careful on how fast we will open jobs due to a variety of issues.

