

Standing Committee
January 19, 2011

USC: Ken Enneberg, Curt Ollilla, Bill Kerr, Mike Rochon, Paul Burgher, Mike Bouse

MSC: Ron Kramer, Chad Davis, Curt Christianson, Erik Wilson, Shawn Wood, Frank Walsh

Safety

Grievances:

09-69: Written Reprimand - Sleeping on Duty

Move to 4th step.

10-17: Written Reprimand No Call No Show

Move to 3rd step.

10-45: Wage Rate Retention; 10-48: Scheduling on PM5

MSC: Attending physician has changed restrictions

USC: 'There has been a grievance written on change of status. He turned down rate retention offer and wants to be back in his previous position.

MSC: We would be violating the seniority of those in the job now.

10-72: Scheduling

Erik Wilson to review and come prepared to discuss at the next Standing Committee meeting.

10-73: Scheduling Vacation Coverage

USC: The overtime was covered at the A-pool operator when the vacancy was at back tender. The overtime should be paid at the slot that the vacancy was.

MSC: Kay scheduled coverage as per previous agreements.

USC: Withdrawn

10-74: Progression Ladder Rights

USC: Removed from shipping and advised to voluntarily give up blue slip or he would be removed from his blue-slip job and lose his p-pay.

MSC: We need more time to research this issue.

USC: Someone from standing committee needs to be involved in the process. Our position is that the only way an employee can give up their blue slip position is through the Joint Standing Committee.

MSC: The Company has the right to disqualify an employee but there is a procedure and the Company needs to follow the procedure.

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USC: P-Pay should not be brought up in a reprimand discussion. We felt like this was coercion as what other option did the employee have?

10-75: Local 1097 - Maintenance Shift Relief Pay

USC: Shift reliefs are not being paid correctly for Sunday work.

MSC: The Company agreed to look more deeply into the matter.

11-01: Call in for Fabric Change – PM6

JSC: Hold timely.

11-02: Loss of Pay

USC: EE has a medical condition and was told by company to see company doctor in Longview. Could not get an appointment before he was scheduled to come back to work. Was told to stay off of shift and an appointment was made. Missed his two night shifts and then his complete following tour. EE saw his doctor and was given a release to come back to work. Wants reimbursed for missed work, co-pay and mileage.

MSC: Employee's condition was serious and we feel like we handled it correctly. It falls under normal medical and Metlife. We will reimburse for mileage and time to and from appointment with our consulting physician. We have a plan for this employee to be monitored.

JSC: Hold Timely.

USC: We will get more information from the employee.

Agenda Items:

Light Duty:

EE was injured at work and was told to come in for light duty. After 6 months they were told that light duty has a six month limit and EE is not able to receive state industrial.

FMLA:

FMLA will be centralized in the near future.

Scheduling of Chip Testers

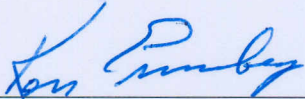
One of the additional responsibilities of the chip tester position is to backfill for the Peco operators for any vacancy that the Peco operators may have. The 2/17/99 Standing Committee ladder agreement and past practice indicates that the wood mill relief pool will backfill for the Screen Room, Cat Skinner, Boats and Chip test only. This leaves the chip tester position to backfill for the Peco Operators.

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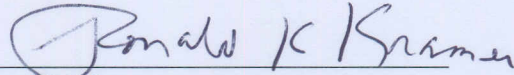
Since there are only 2 chip testers available to backfill for 4 Peco operators, it is inevitable that the Chip tester days of work will vary from week to week. When there are no vacancies to backfill for, then one chip tester will work A/B days and the other will work C/D days.

The scheduler will try to utilize the A/B chip tester as a back up to the A Crew and B Crew Peco operators and the C/D chip tester as a back up to the C Crew and D Crew Peco operators, but if one of the chip testers is on vacation, floater or other vacancy, and is not available to backfill, then the other chip tester may have to backfill for vacancies on any of the 4 crews.

Meeting Adjourned.



For the Union



For the Company