

Joint Standing Committee Minutes January 24, 2008

USC: Larry Reandeau, Paul Burgher, George Brajcich, Mike Bouse, Vince Leonard, Leroy Crabb

MSC: Maury Shipper, Ian Dieter, Ross Procter, Jill Stein, Frank Walsh

Grievances: 07-152, 08-02, 08-03, 09-04, 08-05.

Grievances already paid: 07-81, 07-116, 07-118, 07-128, 07-148, 07-149

Other items:

1. 1 & 2 PM's
2. #7 PM Vacation Proposal (handout)
3. Insurance Committee
4. Job Analysis
5. Mill Policy Changes
6. Trailer Loading & Unloading Policy (handout)
7. Maintenance Outage
8. Property Protection Job
9. Access to HR Department
10. Use of Hard Locks in Converting
11. Vacation Leveling

07-152: Incorrect Scheduling on #5 PM

MSC: We do not have a 1st step response.

USC: This grievance submitted on 8/18/07 but was not acknowledged by the supervisor. Grievance then resubmitted on 10/29/07 and answered on 10/31/07. Supervisors need to accept grievances.

USC: Hold this grievance timely.

08-01: Call-in for Overtime

USC: This grievance resolved at 1st step but later overruled because of an understanding that exists between converting supervisors & shop stewards. The Standing Committee acknowledges no such agreement. Any agreement must come through the Joint Standing Committee. Union acknowledges value in Shop Steward meetings, but these meetings do not set policy.

MSC: Will look into this further.

08-02: Converting Shift Millwright's Position

JSC: This grievance resolved at prior meeting. Grievance withdrawn.

08-03: Scheduled Overtime for PM Shutdown

USC: Two employees were scheduled to work for the wrong day on a shutdown. Clear details need to be placed on the schedule.

JSC: We will take back to 1st step to be resolved.

08-04: Job Transfer Evaluation

USC: Employee was sent back after two days into the probationary period. This is too short of a span of time to properly evaluate the employee. We do not want to see a precedent set where people are sent back in such a short amount of time. The Union would like to see this employee given another (1) tour.

MSC: During those two days, the employee did not address problems as they came up nor did he show any ambition to improve his performance. Feedback from hourly workers was the same.

USC: We appreciate and support your decision to include crew members in the review process and want to keep it that way, but we need to make sure people are give a fair shot.

MSC: Will give the employee another tour and will make sure he is properly assessed.

USC: Grievance withdrawn.

08-05: Job Evaluation in Shipping

MSC: Because of tardiness and safety concerns, the employee was disqualified.

USC: Grievance withdrawn.

1 & 2 PM's

MSC: Frank Walsh explained the curtailment on #2 PM and the job elimination on the #1 & 2 PM ladder and pulp slab and gave a general description of job duties and responsibilities. The job elimination will take place on January 28, 2008. General discussion followed the explanation.

USC: The union wants to make it very clear that if the Company is going to eliminate jobs, affected employees will be wage-rate retained in the positions they held prior to January 28. The employees moved out of the ladder will have "bump rights" to the permanent bottom rung jobs in the mill for which they have the seniority. Also, an employee who is wage-rate retained can bid to another job and maintain their wage-rate retention and grandfather rights to their old job (if restored) or to the next job above the employee's old job in the ladder. For clarification: an employee with grandfather rights does not have to return to his/her ladder until his/her wage-rate retained job is restored or the job immediately above in the ladder is open.

USC: If you are wage-rate retained, you can bid out and take the rate until the job rate surpasses you at the new job or you are called back to your old job. If you refuse the old job, you lose your rate.

MSC: Grandfather right's letters will be put in affected employees files. We will also give a list of the "bumpable" jobs in the mill to appropriate employees.

#7 PM Vacation Proposal (handout)

MSC: Beginning February 18, #7 PM employees can start taking vacations by mill seniority with a maximum of 4 people per week.

USC: We agree to #7 PM vacation proposal so employees can take their frozen vacations.

Insurance Committee

MSC: We will follow up on this and schedule a quarterly meeting – perhaps 2/6/08?

Job Analysis

MSC: We are working with TOC to get up to speed on job analysis.

Mill Policy Changes

USC: Before any new mill policies or changes in policies are posted, these changes need to come before the JSC. The policy changes then need to be posted properly and the workforces needs to be informed and properly trained to implement the policies.

Trailer Loading & Unloading Policy (handout)

Maintenance Outage

MSC: There will be a maintenance outage with a one-week blackout for vacation starting 6/9/08.

Property Protection Job

USC: There has been a labor pool employee in that position for 18 months. The union expects the Company to post 2 jobs for this.

MSC: This issue will be referred to Bruce Linehan.

Access to the HR Department

MSC: On Monday, January 29, the doors for the HR Department will be locked. All employees will need to make an appointment before entering the HR office.

USC: We feel this is a ridiculous idea. It will be impossible for employees to make an appointment because they cannot pick and choose when it is an appropriate time to leave their department in order to go to HR.

USC: Union Standing Committee members would like to have their time cards open the doors in order to pick up their mail.

MSC: Their mail will be put in the Clockroom.

Hard Locks in Converting

MSC: Converting will be going to hard lockout instead of stop tags.

USC: We will help in the transition period of changing from using stop tags to hard locks. We would also like to help designate which areas hard locks and written procedures are needed if the Company will agree to not suspend or terminate any employees during the transition period.

MSC: No. We will hold employees accountable for their actions.

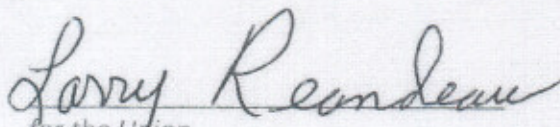
USC: We will not help under those conditions.

Vacation Leveling

MSC: Frank Walsh passed out proposed vacation leveling policy (see attached).

USC: We do not agree with vacation leveling. All vacations should be allotted according to seniority.

Next Standing Committee meeting: February 27, 2008


for the Union


for the Company

04/10/08
Date

04/10/08
Date