

Joint Standing Committee Minutes: 01/25/2012

Union: Bill Kerr, Ken Enneberg, Mike Bouse, Curt Ollila, Paul Burgher
Company: Spencer Drolette, Dave Hathaway, Ian Dieter
Guest(s): Frank Walsh

Labor

1. A2011-07: 1st step appeal answer to Union
2. 2011-12: 3rd step answer to Union
3. 2011-27: 3rd step answer to Union
4. 2011-28: 3rd step answer to Union
5. 2011-29: 3rd step answer to Union
6. 2011-32: 3rd step answer to Union
7. 2011-34: 3rd step answer to Union
8. 2011-35: 3rd step answer to Union
9. 2011-36: 3rd step answer to Union
10. 2011-43: 3rd step answer to Union
11. 2011-44: 3rd step answer to Union
12. 2011-45: 3rd step answer to Union
13. 2011-46: 3rd step answer to Union
14. 2011-47: 3rd step answer to Union
15. 2011-53: USC thought this was discussed and ultimately sent back to the 1st step for resolution. Ian wanted to have a discussion with the mill scheduler to ensure he understood the situation and will do so shortly.
16. 2011-62: 2nd step presentation
 - USC: The grievants were not paid correctly for their work on 11/30/2011 and are owed 15min of pay at overtime rate.
17. 2011-63: 2nd step presentation

- USC: The grievant was not paid correctly for his work on 10/30/2011 and is owed 15min of pay at overtime rate.

18. 2011-64: 2nd step presentation

- USC: The grievant was not paid correctly for his work on 10/28/2011 and is owed 15min of pay at overtime rate.

19. 2011-65: 2nd step presentation

- USC: Senior employee's seniority was violated when a junior employee worked around him in a relief position.
- MSC: No one was harmed in this situation. Employees were paid correctly. There is no contractual limitation when it comes to training.

20. 2011-66: 2nd step presentation

- USC: Several months ago, the Company changed the rate of pay and progression ladder through the JSC but has since reverted back to the old ladder and pay practices.
- MSC: Would like to better understand the situation. Will report back at next JSC meeting.

21. 2011-67: 2nd step presentation

- USC: The Company is training junior employees around senior employees, thus violating their seniority rights.
- MSC: The Company understands the Union's argument but the CBA does not dictate the manner(s) in which employees are trained.

22. 2012-01: Referred to 3rd step

23. 2012-02: Referred to 3rd step

- USC: Feels that reprimands were too harsh of a punishment. USC believes that training gaps are responsible for the issue.

24. 2012-03: 2nd step presentation

- JSC: In full settlement of this grievance, the Company will mitigate the reprimand to a coaching if the grievant owns up to his actions and issues a formal apology to the individual he passed on the frontage road.
- JSC: Regardless of external factors, employee must drive safely on mill property.
- MSC: Would like to clarify that surveillance cameras were not used to discipline the grievant. This was told to the shop steward but he chose to make the accusation anyway.

25. 2012-04: 2nd step presentation

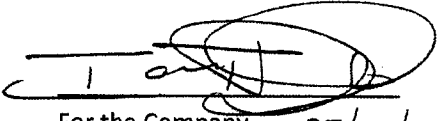
- USC: Grievant is owed a call time.
- MSC: Call time is not payable for covering an out of mill vacancy.

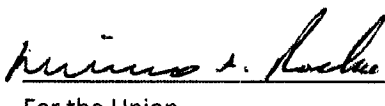
26. 2012-05: 2nd step presentation
 - USC: Grievant is owed a call time.
 - MSC: Call time is not payable for covering an out of mill vacancy.
27. 2012-06: 2nd step presentation
 - USC: The grievant was an extra man (#18) on a 17 man crew. He was not covering a vacancy and is therefore owed a call time.
28. 2012-07: 2nd step presentation
 - USC: Grievant is owed a call time.
 - MSC: Call time is not payable for covering an out of mill vacancy.
29. 2012-08: 2nd step presentation
 - USC: Grievant is owed a call time.
 - MSC: Call time is not payable for covering an out of mill vacancy.
30. 2012-09: 2nd step presentation
 - USC: Grievant is owed a call time.
 - MSC: Call time is not payable for covering an out of mill vacancy.
31. 2012-10: 2nd step presentation
 - USC: Grievant is owed a call time.
 - MSC: Call time is not payable for covering an out of mill vacancy.

Agenda Items

1. With Frank Walsh in attendance, the parties discussed sniff testing practices and how they will be carried out going forward. This was a topic at the last WSC meeting and the Union would like it to be discussed further at the next meeting. The Company's objective is to secure sniff test coverage on nights and weekends.
Union: All policies and changes should be signed off by both sides of the WSC to insure integrity of the committee.
2. The Union's cut at the CBA proof will be delivered to Ian shortly.
3. The parties discussed what does/does not constitute progressive discipline. The Union does not agree that discipline begins at a reprimand.

4. The parties discussed cameras in the mill. The USC would like a list of active security cameras in the mill.
5. Due to vandalism, theft, and other issues, the Company and Box Facial crews would like to install cameras in Box Facial in hope of stopping this behavior. JSC is aligned.
6. USC would like to know what the 7/8/13 progression ladder looks like.
7. The parties are aligned on extending Roger Vancuren's probation period to February 16th.
8. USC asked how vacations will be handled when the vacation takes place in two different vacation years.
9. USC asked about a \$200K spousal payout when an employee suffers an on-the-job death and whether or not this is listed in the SPD.
10. The parties discussed what it means to be dual craft and what the expectations are around remaining such.


For the Company 07/27/12

 07/27/12
For the Union