

Joint Standing Committee Minutes: 02/15/2012

Union: Bill Kerr, Ken Enneberg, Mike Bouse, Curt Ollila, Paul Burgher, Mike Rochon

Company: Spencer Drolette, Dave Hathaway, Ian Dieter

**Labor**

1. 2011-66: Hold timely. Company could find no evidence that an actual change was made to the 3/5/9 progression ladder. Union will do more research and will notify the company if they would like a 2<sup>nd</sup> step answer.
2. 2012-06, 2012-07, 2012-10: Settlement offer discussion. USC is aligned with proposed settlement offer.
3. 2012-11: 2<sup>nd</sup> step presentation (call time – out of mill vacancy).
4. 2012-12: 2<sup>nd</sup> step presentation
  - Union: The wrong employee was called-in. Grievant was incorrectly left off of the call list.
  - Dave H will research
5. 2012-13: 2<sup>nd</sup> step presentation.
  - Union: Grievant was not covering an out of mill vacancy; he was covering a senior move associated with covering an out of mill vacancy.
6. 2012-14: 2<sup>nd</sup> step presentation (call time – out of mill vacancy).
  - Given the circumstance of the vacancy, this scenario should have been scheduled as a crew shortage, not an out of mill vacancy.
7. 2012-15: 2<sup>nd</sup> step presentation (call time – out of mill vacancy). “sick leave”
8. 2012-16: 2<sup>nd</sup> step presentation (call time – out of mill vacancy). “sick leave”
9. 2012-17: 2<sup>nd</sup> step presentation (call time – out of mill vacancy). “sick leave”
10. 2012-18: 2<sup>nd</sup> step presentation.
  - Union: OT was not covered at the correct position. “crew shortage”
11. 2012-19: 2<sup>nd</sup> step presentation (call time – out of mill vacancy). in as extra
12. 2012-20: Hold timely. Kenny will research
13. 2012-21: 2<sup>nd</sup> step presentation (call time – out of mill vacancy). Lump w 12-11, 12-12, 12-13, 12-14, 12-15 & 12-16, 24, 25
14. 2012-22: 2<sup>nd</sup> step presentation (call time – out of mill vacancy). Cover sick leave
15. 2012-23: 2<sup>nd</sup> step presentation (call time – out of mill vacancy). EE was given call time for same thing on 12/19/11. The wording was changed on schedule from W/B shortage to “cover shortage due to sick leave”

No mention of the grievances: 11-12, 11-13, 11-16, 11-18, 11-26, 11-27, 11-28, 11-29, 11-32, 11-33, 11-34, 11-36, 11-43, 11-44, 11-45, 11-46, 11-47, 11-55, 11-56, 11-57, 11-58, 11-59, 11-60, 11-61, 11-62, 11-63, 11-64, 11-58, 11-59, 11-60, 11-61, 11-62, 11-63, 11-64, 11-65, 11-66, 11-67, A11-08, A11-09, A11-11, A11-12

### Agenda/Follow-Up Items

1. JSC discussed the practice of adjudicating grievances/appeals and will maintain a practice of holding each other timely for the purposes of (a) ensuring all grievances are well researched, (b) ensuring grievances are adjudicated according to their individual merits, and (c) ensuring the optimal use of everyone's time.

In the spirit of collaboration, the parties agree to hold each other timely regarding the adjudication of grievances so long as discussions are being held and resolutions sought, the goal being that data driven, well-researched decisions are made. This "agreement" does not in any way alter CBA language regarding the processing of grievances, nor does it limit either party's ability to call a grievance, or the processing therefore, untimely. This is simply an understanding between the parties aimed at improving the quality of discussions around contractual items. Both parties agree that this "agreement" specifically does not alter or otherwise change the implementation of Section 27, Paragraph C, regarding the Union having 30-days to formally grieve an alleged contract violation.

2. Provided Union with a copy of the SPD they requested during the 01/25/2012 JSC meeting.
3. Union notified the Company that they would like to participate in Georgia-Pacific's spot bonus incentive program.
4. Union provided a copy of 5PM's call-in guidelines to be reviewed by the Company. These are the existing guidelines but they have not been officially/properly accepted per the CBA. Company will review.
5. Per request made during the 01/25/2012 JSC meeting, Company provided list of security cameras to the Union. Union expressed concern around a camera they believe is being installed at the diesel station. (Box Facial) updated list?
6. Union would like to know what the 7/8/13 progression ladder(s) look like. Are they one progression ladder? Two? Etc.

USC: Stores are close to having their call in guidelines finished



03/21/12

For the Company



03/20/12

For the Union