

Standing Committee
February 16, 2011

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

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

Safety

Fall Protection Policy: Rick Butterfield and Chase Parmenter shared the updates to the Fall Protection Policy. Some of the updates include; changes to the responsibilities section, clarification of scaffold use, clarifying horizontal lifelines, and updates to the fall protection requirements in scissor lifts.

Grievances:

09-69: Written reprimand – Sleeping on duty

MSC: Union requested fourth step on 12/10/10.

10-17: Written Reprimand No Call No Show

Third step presented.

10-35: Pay Rate during Annual Down

MSC: Union requested fourth step on 12/10/10.

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

JSC: Held timely.

USC: We need to resolve this issue.

10-62: Failure to provide work

Third Step Presented.

10-70: Local 1097 Mechanics Committee – Contracting out New Construction

JSC: Held Timely

10-71: Local 1097 Mechanics Committee – Contracting out New Construction

JSC: Held Timely

10-72: Move Up

MSC: The supervisor made the call to run without a work process leader due to the skill set of the employees. The supervisor recognized the employee by taking ownership around the work by paying them WPL wages but there was no dialog about it. No one was called in.

USC: We still maintain the employee who did the work is frozen. We provided the name of the employee who should have been called in. We also remind the Company that we need to get the appropriate employees trained.

10-74: Progression Ladder Rights; 11-04: Discipline

USC: Hold timely. Suggest that Mike Rochon and Ram Manthe be present when these grievances are discussed.

10-75: Local 1097 – Maintenance Shift Relief Pay

MSC: The Company will go back and correct the pay for the individual who provided us information concerning her Sunday pay and work with the maintenance department to correctly apply pay on Sundays for shift reliefs in maintenance.

11-01: Call in for Fabric Change – PM 6

USC: Handed out scheduling guidelines voted on by PM6/7.

MSC: Our position does not change concerning the grievance. There is no contract violation and the scheduling guidelines in place at the time were not violated.

USC: Employees were called from outside of the department before all employees on the paper machine that were available were called.

11-02: Loss of Pay

USC: We have sent a letter to move on to third step.

MSC: We are willing to make the employee whole for the consultation he was sent to including travel time. Once it was determined to be non-occupational, his contractual pay is via the S&A benefits. The Company provided the Union time line of events in addressing this non-occupational medical issue with the employee.

USC: We will talk to the employee to get his original release. Further time off occurred after he returned to work as scheduled by the Company.

11-03: Rate of Pay for Call In

USC: Asking that the Company pay the grievant the Operator Adjustor rate of pay for hours worked 1/14/11.

MSC: In full settlement of this grievance and on a non-precedent setting basis the Company agrees to pay the Operator-Adjustor rate of pay for the hours worked by the grievant on 1/14/11.

USC: Agreed.

11-05: Removal / Return to PM 5

USC: We've had a request from an employee to reuse the bid for the job on PM5 if the grievant goes back to the machine.

MSC: We interrupted the current bid list. That bid list will be used for the next opening on PM5 rather than asking for another bid. We should have an answer about our intent with respect to this grievance by next week.

11-06: Verbal Verification

USC: This is the first time the employee was talked to. There is nothing formal about his being coached.

MSC: Coaching is an opportunity not to go to progressive discipline. Our position is that this is an appropriate level of performance management. We did not commit to calling it coaching when it was discussed.

USC: We understood that coaching involved union and company representation under Weingarten rights.

MSC: Coaching does not require a shop steward and is not formal.

USC: For coaching to be considered coaching we believe the employee and union need to know that it occurred.

11-07: Cancellation of FH after Finalization of Schedule

USC: In 2009 the grievant tried to cancel a floating holiday on 11/29/09 with Kay Crist after the schedule had been finalized. He was not allowed to cancel the floater due to a decision made in Standing Committee. In this situation the grievant was scheduled to work overtime for an employee taking a floating holiday. The company allowed the employee he was covering for to cancel their floating holiday after the schedule was final.

MSC: We do not see a contract violation in this circumstance. Hold timely while we look into this.

USC: The employee would like to be made whole with overtime or a granted day off.

Zone Ownership

MSC: Erik Wilson shared a Power Point Presentation on the subject of Zone Ownership.

Temporary Tug Skipper

USC: It has been brought to our attention that outside temporary tug skipper is being used quite often.

MSC: We use him as a last resort.

USC: Please let us know how many times he is being used to make sure that he is the last one called.

MSC: We will get you the information.

Managers – Access to Annual Wage Info

USC: When employees were given their P-Pay information they were told their percentages and the amount of the P-Pay. Some Employees were not happy that managers would know how much they make annually.

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MSC: Someone has to let the employee know what their P-Pay would be. It can't be linked directly. 55% of the hourly P-Pay was fixed and the rest was variable. Supervisors are tasked with paying the employees so they would know this information.

Rail Car Loading of Parent Rolls

USC: The Mill has completed a trial in loading the parent rolls on rail cars. We are wondering what the next steps will be.

MSC: We do not have the information yet on how it worked.

USC: Our shipping department is curious whose work that will be.

MSC: This was step one of many in the process to see if it would work.

Publication of Mandatory Meetings

USC: Ron Kramer was going to check with the clockroom to see if they can tell if a meeting is mandatory or non mandatory.

MSC: They can pull up the employee and see if they are scheduled for a mandatory or non-mandatory meeting on an individual basis.

Training Status – Bob Conn grievance

USC: Has the training backlog in the steam plant been taken care of?

MSC: We believe that they are all caught up. There could be some guys at the bottom of the ladder that may not be trained up but further up the progression ladder they should be.

Converting Production Gap Report

USC: Converting workers fill out a production gap report that shows production down time. The owner operator fills out the report. They could be scheduled away from their job but still be held accountable, like a PEO call.

MSC: The owner operator would be expected to review the downtime report when they come back to their equipment to make sure the back tender handled situations correctly. These are done throughout the mill. We expect the relief operator to enter the downtime correctly. We want the owners of the equipment to take ownership to know what occurred while they were gone.

USC: Their concern is that all the information may not be presented to them when they take back the equipment. The person running the equipment is the one responsible. If he leaves, whoever takes over should assume responsibility from that point on.

Annex Operator in Napkin Department

USC: We have heard that you plan to eliminate the annex operator from the napkin department?

MSC: This is just in the conversation stage.

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USC: The concern is that they would lose seniority. Any changes to the progression ladder need to come here.

MSC: Management has the right to put people on the equipment they choose to. We have not formalized anything yet.

USC: We need time to investigate.

Shop Steward Training Discussion

USC: Part of the shop steward training was denied.

MSC: We granted the first two dates, but needed to modify the second two dates.

USC: We need to follow up with Gaylan.

MSC: We recommend having Gaylan work with Kay to get it scheduled.

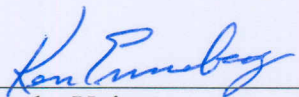
USC: In the past we did a joint training from both sides explaining the labor contract for a half day, and use the other half day for shop steward training.

MSC: We will consider that.

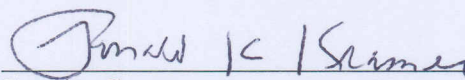
EE's – One hour Meetings on Days Off

USC: On 6/7 PM employees are being scheduled for a one hour meeting on their days off. In our opinion, a one hour meeting should be tied to the shift and stay over. We value our employee's time off. We let Chris Newman know who will work with Kay Crist.

Meeting Adjourned.



For the Union



For the Company