

Standing Committee  
February 19, 2014

**USC:** Mike Rochon, Paul Burgher, Bill Kerr, Mike Smith, Curt Ollila, Mike Benthin, Herb Williamson (notes)

**MSC:** Dave Hathaway, Emily Riggott, Heath Gibson, Ian Dieter,

**Guests:** Steve Francoeur

**Business Update**

- Safety
- 3 pending incidents (shoulder, wrist, knee)
- Kelly Wolfe to attend Working Safe Beyond the Rule training next week.
- Clatskanie Fire Department touring mill for familiarization
- Mill purchased Hanson property
- Business
- East side focused on annual outage
- TAD doing well-running full
- Tissue-Signs of improvement, still up in the air

**Appeals**

**USC:** Employee suspended for Code of Conduct violations

**USC:** asks that suspension be reduced and employee be made whole for lost wages

**3<sup>rd</sup> Step Grievance**

**13-30:**

**USC:** sent to 3<sup>rd</sup> step, discussion

**USC:** Department guidelines still on Dept web page

**13-45 & 13-46:**

**USC:** Asks discipline be removed for one employee and one level from the other, remove reference from files

**13-53:**

**USC:** Asks to be sent back to second step

**13-54:**

**USC:** Proposes call in by group seniority pending other agreement

**Agenda Items**

Company will change overtime give away form, removing check boxes for asking whether or not they want to be considered for other OT for that day regarding call list. Discussion over whether an employee should or should not be on call lists for days where they have given OT away. Union and management will meet to work this out.

Reaffirmed frozen status of an employee whose status was in question.

## **Agenda Continued**

Insurance for laid off workers, being charged for month but not able to use insurance during first month back, employees will be pro-rated

Tug Boart crew have created a 6 month trial schedule. Union will submit to Company next month.

### **3/5/9**

Extended curtailment, ladder employees in "limb" need to find a way to deal with this

USC asks that employee be put on closed bid list, due to no access to see open bids, company see no problem doing this

## **2<sup>nd</sup> Step Grievances**

### **13-40:**

USC: Accept settlement offer

### **13-44:**

USC: Asked appropriate management to create SOP, Hold timely

### **13-48:**

USC: Mike and Dave H to talk through grievance, Hold Timely

### **13-49:**

USC: Need 2<sup>nd</sup> step answer, still feel employee should have been called, Hold Timely

USC: Would like to see multiple examples where this was not done

### **13-51 :**

USC: Withdrawn

### **13-52:**

USC: Hold Timely

### **14-01:**

USC: Require 2<sup>nd</sup> step answer

### **14-02:**

USC: Feel this is a safety issue and qualified personnel should have been called in to do work

MSC: Agreed, grievance resolved

### **14-03:**

USC: Hold timely, need more information

**14-04:**

**USC:** Discipline was not timely and attendance percentage had fallen, asks letter of discussion be withdrawn

**MSC:** Doesn't feel this was untimely and discipline was verbal clarification

**MSC:** Will not withdraw step

**14-05:**

**USC:** Asks for meeting with principles

**MSC:** Asks what goal of this would be

**USC:** Determine if reinstatement would be possible

**JSC:** Discussion

**USC:** Hold Timely

**14-06:**

**USC:** Asks 3/5/9 Ladder employees be used when equipment is operated

**MSC:** Will not commit to this at this time

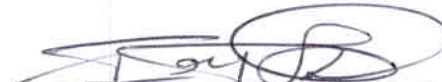
**JSC:** Extended discussion over this issue

**USC:** Hold Timely

**Meeting Adjourned.**



For the Union



For the Company