

Joint Standing Committee Minutes February 27, 2008

USC: Larry Reandeau, Paul Burgher, George Brajcich, Mike Bouse, Ken Enneberg

MSC: Maury Shipper, Ian Dieter, Shawn Wood, Frank Walsh, Ross Procter, Fred Ceruti

Grievances: 08-06, 08-07, 08-08, 08-09, 08-10, 08-11, 08-12, 08-13, 08-14, 08-15, 08-16, 08-17, 08-18, 08-19, 08-20, 08-21, 08-22, 08-23

Other items:

1. GP Wauna Lockout/Tagout Policy Changes
2. Safe Work Permit Changes (handout)

08-06: Date of Discipline

MSC: Discipline was on 1/28/08. Employee had an absence and was given a verbal disciplinary notice.

USC: Union feels it should be addressed sooner that it was. The 1st step was not administered at the time the employee's discipline was 1.3% - it is not a timely discipline.

MSC: What is your request?

USC: We want the verbal discipline removed.

MSC: We should be more timely. We will check into this further.

USC: Hold this grievance timely.

08-07: Disqualification from Stores job bid

USC: Employee was disqualified from bidding on the Stores job. Were his performance reviews done during the probationary period?

MSC: Employee was talked to by HR about inappropriate comments made to other employees during probationary period.

USC: Union will withdraw the grievance.

08-08: Contracting Out

USC: On the door installation on #6 PM a contractor installed the door. Why was this not reviewed and offered to the maintenance department?

MSC: We don't know who did it – need more information.

USC: We will get back to you with more information.

08-09: LGV's

USC: We have heard about incidents and are not confident they are operating safely.

MSC: An incident report was filled out; they are still working on the issues.

USC: There is no way to lock out LGV's or make them safe around employees.

USC: The Union met with the mill manager at 3rd step and thought the issue was resolved. The Company assured us they were working on it.

MSC: Phil Warrenke is assigned to be in charge of LGV's and will deal with all of these issues.

USC: We then consider this issue resolved.

08-20: Hourly Employees Responsibility for Handling Paper off #6 & 7 PM's

MSC: Phil Warrenke is responsible for this and will deal with it. Craig Puzey's LGV's safety task force will pass it off to Phil when up to speed.

USC: We still have questions and concerns about this issue.

MSC: They are presently working on this – it's a timed process.

USC: Will consider this resolved if work is in progress on these issues.

08-10: Change of Job Description, Duties & Responsibilities

USC: Employee's job has been eliminated and employee has been reassigned. Employee was adversely affected by this. Union suggests employee go back on 12-hour shifts or be offered bump rights and be wage-rate retained. A job description change of this magnitude should have been negotiated as he is not doing the job he had previously.

MSC: Hold this grievance timely and we will get back to you at the next meeting.

08-11: Change of Duties & Responsibilities - Machine Tender #1 & 2 PM

USC: There has been a big status change in this department. Union is concerned with safety issues because crews are short. The duties and responsibilities of the people on the paper machines have not been defined and the Safety Committee in the department quit.

MSC: Frank has assigned Safety people.

USC: It is the Union's job to select the hourly Safety people for the department.

USC: Hold this grievance timely until we have a better understanding of the change in the duties and responsibilities of the machine tender.

08-12: Improper Scheduling

USC: Employees were eliminated in the department – but only on paper. They are still needed to run the department properly. A permanent pulp slab employee has been listed as labor pool and scheduled as an extra.

MSC: Frank will talk to Kay and we will get back to you later.

08-13: Set-up Employee Doing Hourly Work

USC: An employee that is set up should not be called for OT unless the list is exhausted. Company did not call the full list before calling the set up person.

MSC: Show us the data.

USC: We will. Hold this grievance timely.

08-14: Policy Grievance

USC: Policy states only one key for safety locks. If policy was changed, why wasn't it brought before the SC? Union sees no problem with more than one key if only one key is available. Follow the proper process.

MSC: We will talk to supervisor on how to address policies.

USC: Union considers grievance resolved.

08-15: Demotion in Maintenance Department

USC: An A-2 mechanic was laid off and assigned to truck shop utility; a utility employee was then set up as a helper on a PM down.

MSC: We did not lay anyone off. We paid them A-2 wages to do utility work.

USC: There was a temporary overload that week and that changes the situation. If there was no contractor in here, it would not be a problem. Union wants wages of one millwright.

MSC: No.

USC: Take this grievance to 3rd step.

08-16: Harassment & Hostile Work Environment

USC: Employee has been harassed in his department and management has not stopped the harassment. Discriminatory pictures that were printed from the N drive, were hung up in employee's department.

USC: Also, employee had an absence on October 6 and requested an after-the-fact floater but was denied. According to the employee, his supervisor said he did not supply enough information when the request was made. Employee feels he is being treated differently than other people in the same department who have had the same type of request and have had their after-the-fact floaters granted. He feels this is a further extension of the harassment in the department.

MSC: Employee said he put a request in for October 6 but the Company lost it. The Company never received an after-the-fact floater request form for October 6th. We are hearing different stories. Also, just because an after-the-fact floater form is labeled "personal business" does not mean additional information was not gathered prior to approval. The employee's supervisor gave him plenty of opportunities to explain the nature of his request but chose not to, even at the recommendation of Union leadership. This is also true with other after-the-fact floaters the employee requested.

USC: The supervisor was also handed a harassment grievance by this employee and refused to accept it. Shop steward was directed to take grievance to HR.

MSC: Hold timely.

08-17: Management Doing Hourly Work

USC: A management person was doing hourly work in the machine shop.

MSC: Hold timely (Shawn)

08-18: Job Bid Cancelled

USC: This employee should be added to the bid for 3, 4 & 5.

MSC: Will do it.

USC: Consider this grievance resolved.

08-19: Supervisor Displacing PM Crew Member

USC: A salary person was doing hourly work on #6 PM. Pay one machine tender one hour of overtime plus a call time.

MSC: We will pay; check with Kay on who to pay.

USC: Consider this grievance resolved.

08-21: Incorrect Call-in Procedure

USC: This was an incorrect call-in procedure. Company agreed that if machine tender makes call list and mistakes are made, then MT will accept responsibility.

MSC: We will pay grievance. Machine tenders will be trained and held accountable. But if incorrect call-ins start becoming a habit, the Company will have to deal with that issue.

USC: Consider resolved.

08-22: Improper Scheduling

USC: Crew shortage – call mate was on day off. If no mate, then must go to the top and work down. Department guidelines were not followed,

MSC: Hold timely.

08-23: Duties & Responsibilities of Machine Tender - #1 & 2 PM

USC: 1 & 2 PM do not want to be held accountable for the safety of the pulp slab employees and be responsible for monitoring them.

USC: How many control rooms are actually monitoring the pulp slab and where are they at? Do they record?

JSC: Hold timely; the monitors are just an extra set of eyes for safety.

USC: We don't feel these are adequate safety precautions.

Items:

GP Wauna Lockout/Tagout Policy Changes

USC: Please explain the following changes:

- Page 10 – 5.1, 3.1 A (Debbie will check with corporate)
- Page 12 – darkened area in building (a procedure)
- Page 11 – two additions (B & C)
- Page 20 – 5.2 - whole section on Electrical systems Lockout Procedures

Safe Work Permits (Changes) – see handout

Other issues discussed:

- Quality Progression ladder - contract violations - working on the issues, training, etc.
- Job postings - filling of jobs.
- Discipline:
 - √ **USC:** Progressive Discipline - no steps, just termination.
 - √ **MSC:** Going on a case-by-case for discipline.
- The union & company agree to use the LCA in a legal and proper manner.
- #7PM is in process of 2007 vacation scheduling.
- Insurance Committee - next meeting? Wauna Dental 80/20 coverage.
- JA - make T-rate on 31; all jobs to a regular rate
 - √ #7PM is in the process
 - √ #4 PM rewinder
- Mill policies on new hire training? Focus on important ones.
- Federal Jury Duty – If on Federal Jury duty, then the time you come back to work will viewed on a case-by-case basis.
- Safety Meetings.
- Partnership: Both the Union and the Company are interested in getting back to the old relationship of working together.
- All employees will now be able to swipe and get in to HR during normal business hours.
- Employee has requested his name be removed from bid, by email; Fred Ceruti will talk with and follow up with Kay.
- Electrical safe work policies - a lot of questions around this issue E&I is working through these issues, will communicate and train.
- Early return to work policy. Is this policy being followed?
- 401k match - our plan will stay the same.
- Special assignments - union needs to be notified & updated as people go on them.
- Wauna Council is one way we used to work together.
- We have a mutual interest in safety. The union will keep an open mind.
- Code of Conduct- Union believes management does not follow the same.

- United Way- Local 1097 would like to have its own drive at the mill. Can Union employees have a check-off for this option? 1097 will then write its own check to United Way. Company would like the Union to reconsider this.
- Union Standing Committee would like to meet with Paul Fredrickson.
- Standing Committee Minutes – need to be done in a timely manner.
- Exterminator - why haven't we been notified of an exterminator in the mill?
- Worker's Comp - employee gets to choose doctor; if Company sends a supervisor with the injured employee to the hospital or clinic, Union wants a shop steward present if employee is going to be questioned.
- Wire/felt change - OSHA notified, changes being designed.
- 07-148 - In the JSC minutes of January 24, the union was told employee was paid but employee has not been paid yet - Ian will follow up.
- Shift Differential - Swing - \$.63, Night - \$.95, 12-hour compressed - \$.46 (as of 04/01/08).

Next Standing Committee meeting: March 19, 2008

Larry Remdeau
for the Union

[Signature]
for the Company

4/10/08
Date

04/10/08
Date