

Standing Committee
March 18, 2009

USC: Patsy Rudat, Ken Enneberg, Brandon Kent, Vince Leonard, Paul Burgher, Mike Bouse

MSC: Chad Davis, Shawn Wood, Fred Ceruti, Frank Walsh, Ron Kramer, Mike Tompkins

Mike Tompkins came and spoke to the group on how the company is doing. The Towel machines are doing well. We have transferred three lines to the new Brawny product and are projected to run strong through July 1st. After July 1st the lines will run at a slower rate unless the new promotion increases demand for towels. We are also running strong on Tissue. They are currently trialing the new QNBT product, later in the year we will be trialing a new Angel Soft product. Number 2 PM is curtailed this week. To decrease curtailments, we are working on getting the machine to run QNBT. We continue to focus on Safety and Reliability. With five recordables this year, we are in about the same shape as last year. We are continuing to do the work already planned for safety such as the implementation of Behavioral Based Safety. Also, a lot of efforts have been focused on different aspects of reliability with special areas being worked on by teams. Mike Tompkins left the meeting after speaking with the group.

Grievances:

08-26: #6 Converting, 1&2 PM – 08/09 Vacation Sign up Guidelines, 08-82 USW Local 1097 – Vacation Allotment

MSC: 08-26 is pending the decision on 08-82. 08-82 still needs to be heard at third step. We will schedule for a meeting if it should be heard.

USC: Yes, it wasn't included in the listing for the third step meeting, but needs to be heard.

08-43: Phone Contractor Work, 08-85: Job Bid

MSC: Third step responses were issued on 3/4/09. When will you be able to respond?

USC: We will try and respond back on them this week.

08-65: Pension Pay

MSC: This grievance needs to be moved out of the grievance process and we will try and resolve the matter here at the plant. If we are not able to come to a settlement, there is still the option for the retiree to file an ERISA claim. Mike Bouse and Ron Kramer will work on this.

08-81: Failure to provide work pay

MSC: Union withdrew grievance on 2/25/09 at Third Step Meeting.

08-89: Discipline, 08-108: Scheduling Employees 16 Hours

MSC: These grievances were responded to at third step on 3/4/09. Do you have responses?

USC: We will respond this week.

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08-86: USC Filling Vacancies, 08-87: Mechanics Committee – Equipment Removal, 08-88: Local 1097 – Contracting Out, 08-97: USW Local 1097 - Disability Retirement Health Benefit Premium, 08-98: USW Local 1097 – Return to Work Release, 09-04: Overtime Scheduling for Vacation Backfill, 09-17: #7 Paper Machine Crew – Failure to Provide Work

MSC: Heard at third Step meeting 3/17/09, Company will respond this week.

08-90: Local 1097 – Mechanics Committee, 08-91 Local 1097 – Mechanic’s Committee – Call Time – Shift Changes, 08-104: USW Local 1097 Mechanic’s Committee – Call Time – Shift Changes, 08-106: Call Time – Shift Changes Per Week, 09-06: Call Time – Shift Changes Per Week, 09-10: Local 1097 – Schedule Changes

USC: Union Requested 4th Step – Al Lippincott to contact Curt Christianson

08-94: Box Facial – Schedule Change, 08-95: Box Facial - Schedule Change

USC: Union withdrew at Third Step 3/17/09.

08-96: USW Local 1097 – Benefits during Disciplinary Layoff

MSC: This needs to be scheduled for third step hearing. We will schedule for a meeting if it should be heard.

USC: Yes, it wasn't included in the listing for the third step meeting, but needs to be heard.

08-111: Progression Ladder Seniority

USC: Hold timely. Awaiting Mediation Results

MSC: We want to make sure you understand that the removal from her blue slip position was not of a disciplinary nature, but rather as a result of a reduction in force.

09-07: Local 1097 – Contracting Out

USC: Moving to Third Step.

MSC: We will need written notification.

09-08: Overtime

USC: Employee withdrew grievance after it was sent back to first step.

09-09: Respirator Policy

MSC: This grievance was sent to Wauna Safety Council to review. Jim Cochran explained the issues with facial hair and how thick the area of the seal was on the face.

USC: We asked Jim Cochran to attend JSC to explain the same situation.

MSC: We have offered the opportunity for employees to purchase their own PAPR device which would allow them to have facial hair and give them an \$85 credit which is the cost of the full face respirator for the company.

USC: This grievance isn't about the dust masks in Converting, it is about the chemical hoods in the Kraft Mill.

MSC: Where is that information, we only see the Converting grievance?

USC: The two grievances are combined and listed as 09-09.

MSC: On lunch break, we will review the grievance and discuss when we get back.

MSC: We are trying for consistency throughout the mill on the respirator policy. It is clear to us that it is hard to manage a respirator program that requires no facial hair in one part of the mill, and not in others. We had to go to Corporate to get approval for the PAPR being allowed in converting. We could identify the correct SCBA for chemical use and ask for approval to use one in the Kraftmill as well.

USC: We can see offering the kraftmill other options, but see them as two different areas. Monetarily, would you think it would be the same amount being offered for the PAPRs? Chemically this is a part of their job. Depending on how your face contorts it is possible to break the seal. We would think that the SCBA hood option is a safer option.

USC: We propose that the Kraft Mill re-purchase the SCBA hoods and issue those out to the Kraft Mill based on the chemical issues and the ability to break the seal easily.

MSC: The ones that were ordered were for a trial test to see if they would work. They have not done the trial of it yet. Pending approval of who ever needs to approve it, if you want to keep facial hair, treat it the same as the Converting masks and give a credit for the mask that is used in the Kraft Mill, which we think is at a higher cost than the masks used in converting. We do not know what the company is going to say about the specific SCBA hood that was attached to the grievance.

USC: We would like to see the employee pay the same price as each area.

MSC: The full face mask costs \$85 in Converting. We do not have a cost for the Chemical Mask. The burden would be on the employee if they want to keep their facial hair to pay for the upgrade to the mask provided to the employee. The company should not be penalized because the employee wants to have facial hair.

USC: Why don't we get the prices and have it brought to Wauna Safety Council.

MSC: You are asking us to research the grievance for you. This is a WSC topic and not a labor agreement violation. This discussion is better served outside of the Joint Standing Committee.

09-12 Scheduling

MSC: What is the status of this grievance? The company's stance is still the same, refer to page 15 of the contract, paragraph B, "When such overtime work is required, the Company will make

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reasonable effort to assign it to an employee(s) from the job classification in which the need for the overtime work occurred.”

USC: A vacancy is treated differently.

MSC: It was not a vacancy. When would you use this language?

USC: When someone calls in sick. Your seniority gives you extra work.

MSC: We are requiring overtime work to do a changeover.

USC: The overtime occurs in the job classification. There is not a classification for changeover. This is covering vacancies.

MSC: We have a difference of opinion.

USC: There was a head adjuster there also. Their seniority would give them this work. We will move on to third step.

MSC: Kay Crist is joining us to explain how we schedule in Converting when there is a situation that could be described as extra work. In North Converting, back to June 2008 we scheduled someone in to do the work that was in the classification of the change. Without going back, we do not know if it has always been done that way.

USC: How is it done elsewhere?

MSC: In South Converting we would schedule an adjuster. When there are two adjusters we bring in the adjuster or move up adjuster.

USC: In ABT the change over on the case packers was being scheduled differently because the whole process was new. After the training period it would go back to how it was scheduled in the rest of the mill. A change over is extra work, and is outside the work for the case packer.

MSC: If we have a down and we need to call in an extra person for the down who would we schedule in?

USC: You would call in the head adjuster. It is overtime and that was what their seniority gives them. You can call whoever you want, as long as you pay the right people.

MSC: You are asking us to pay this even though we have not scheduled this way in ABT?

USC: ABT has done this. The grievance has examples of it.

MSC: Changeover is in the job description. If we were to schedule as extra work and schedule in from the extra work list employees would be angry. Show us in the contract where it says this. Think about the reasons a company might do this. Head adjusters in ABT bid into their job

as a head adjuster. An employee has been working the case packer for two years which is more than the head adjuster has. We would want the employee who knows how to work the case packer.

USC: The head adjuster came in from a different ladder. They have worked their way up a progression ladder to become a head adjuster. If you picked a qualified case packer because they were good and they were available. What would you do in another situation where the case packer was not as well qualified?

MSC: I have a qualified guy on his off day that is good at changeovers. I bring him in.

USC: Maybe the thing to do was have the guy come in and train some people.

MSC: You know what the company was trying to accomplish, and what the department was trying to do. There is not a past practice because based on what we've seen here, different methods were being done.

USC: Just because you stopped in June, doesn't mean that it was right.

MSC: We are looking at section 15B. Show us what we are doing wrong. It is in everyone's job description.

USC: So the head adjuster is most senior, they should have been called in. If it is in all job descriptions, it would have to go by seniority. We are moving on to third step. We feel that if they were all qualified, seniority would have entitled the senior person to the work.

09-13: Failure to Provide Pay

MSC: This was an individual who is normally scheduled Monday through Friday was asked to come in Saturday night by supervisor, but was called at home and asked not to come in. He was paid the call time, but is asking for failure to provide also? It would be one or the other but not both.

USC: We agree that a call time is payable but not the additional hours. We withdraw the grievance.

09-16: Local 1097 Mechanics Committee – Call Time – Schedule Change

MSC: Please clarify if this is the same as the other grievances with more than two changes?

09-18: Job Posting

USC: This is a grievance for not filling a job that has been occupied by labor pool for more than six months.

MSC: We were surprised by this grievance. The individual in question is not able to operate a forklift and we are trying to find a position for him in the mill. We would like to have had the opportunity to work with you on this case before it was grieved.

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USC: This grievance is not just about that individual. This is about the positions that are filled for a long time by labor pool employees, and need to be made into permanent positions. With the individual, we could have worked with you, as it was the right fit for him.

MSC: We do not fill for vacancies that are made by leaves or absences such as floaters, vacations, FMLA, attendance, discipline, sickness and accident leaves, etc. Those positions would be filled by labor pool and would not be posted.

USC: If you read on pg 23, Section D on Transfer Procedure and the next part of that, it talks about temporary jobs. "It shall not be necessary to post temporary job openings, unless such a temporary job opening has been temporarily filled for six (6) uninterrupted months." When you have a temporary job that has been filled for more than six months continually it means that there is a position there, and it should be blue slipped.

MSC: If we are using labor pool for vacation relief purposes, and we have a department that lets a certain number off. We use the labor pool for vacation relief continually to backfill for vacations. It would not be the same person filling the same position.

USC: If you have a job continuously for more than six months, it doesn't matter if one person or six people fill the position. The job should be bid.

MSC: The continuous filling of the bottom of the ladder with labor pool for more than six months you are saying we would have to bid the position.

USC: It is to the company's benefit to have a permanent person providing vacation relief for their department. It also allows the person as the relief joining the progression ladder and to have the ability to move up. We also think it is unsafe to have people who are untrained working in the departments.

MSC: So if we had a relief person, and we didn't need him for a few months. He goes back to the labor pool, and what rate of pay is he getting while being in labor pool?

USC: If he is relief, he makes the rate of the job he is filling.

MSC: What is the benefit for the relief if they work there and get sent back?

USC: They have grandfathered rights to the progression ladder.

MSC: So on 6 and 7PM this is a problem. Do we know how many labor pool we use?

USC: On 6PM we have three b poolers for 75% of the time and four b-poolers for 25% of the time. Everyone refers to the Labor Pool when it is really a layoff pool. It was common to have layoffs.

MSC: There are issues for the company also. Relief positions are being kept in the department even though there are not vacancies to fill.

USC: That is a management issue.

MSC: We've had lots of conversations in the past about not bouncing people back and forth between the labor pool.

USC: If a position is filled for more than six months, they need to be bid positions. If someone is in relief bid, part of accepting the bid is that you may be moved back to labor pool if there is no work needed. If you have reliefs and there are no vacancies to fill, it is also the perfect opportunity to train the employees.

MSC: We propose having two bid positions at a time, process them and train them until we can turn them loose, we would be able to process the next two bid positions and go through 6 & 7 PM in an orderly process. We will look at the other departments to see what the requirements are. With the individual mentioned earlier we would like to have the person go back to work in the fire hall until we can find a position elsewhere.

USC: Agreed

09-19: Call in Procedure

USC: There was a call for two millwrights, one with special skills and one just a regular millwright. The employee was not called because he was listed as just a welder. He should have been called in. The employee is asking for call time and four hours of overtime.

MSC: The supervisor's response was not satisfactory? The only people we have to call in are the people from the home crew.

USC: We have the verbal agreement that call in's would be done by seniority basis.

MSC: We are only obligated to call in by home crew when no special skills are required. We will not be bound to call in seniority order.

USC: On the SOP for making a call list, doesn't it generate the people on the ladder? Or did the computer mess up?

MSC: This call in was done by the shift manager, who was used to making a call list for operations, made a call list for millwrights and the employee was listed as a welder so they were not called in.

USC: Our issue is that the employee should have been called.

MSC: We are not going to pay the employee for doing nothing. We offered the employee to come in and work on Saturday or stay over to get the time. When that is turned down at first step the offer is off the table.

USC: So we can take it to third step or just drop it?

MSC: How to do a call list and the call in rules are two different things.

USC: So are you saying the SOP was violated.

MSC: The call-in rules were not violated.

USC: The SOP was not followed and the call in was not prepared correctly. If an employee had violated a SOP there would be disciplinary action.

MSC: Do you have a settlement proposal for this grievance?

USC: So you would not consider doing the first step answer? We will contact the grievant to try and come to a settlement.

09-20: Staffing Level

USC: This grievance is about running short handed in departments. The grievants do not feel that the company is following MBM principles by running short handed.

MSC: At no point did we say that we were not going to ever cover household towel. If a machine is not a priority and there is a call in, the machine might get shut down or will run with fewer personnel. At this time there was a call in, and instead of shutting down, we ran with an adjuster running the rewinder instead of doing the adjusting job. We are not sure if this is the day in question. This is not a safety issue. This is what we do if there is a call in. The adjuster is there for leadership, troubleshooting, break downs and training. It did not create a safety issue by running without the adjuster.

USC: We do not know the specific day in question. As long as everyone was paid right, we will withdraw the grievance.

Agenda Items:

PEO Swing shift

USC: One of the permanent PEO workers is being asked to work swing shift. It creates issues for the employee who if working until the end of swing shift, misses the last ferry for the night. The employee is asking to move their shift up by one hour so they are able to catch the ferry. The job was originally bid as a day shift and after completing their training was moved to cover swing shift.

MSC: Seems like this was bid as a swing shift position. We will talk with the supervisor for this area to see if something can be worked out. You are agreeable to keeping the job as swing shift but modifying the hours?

USC: Yes.

MSC: We will speak with the supervisor for the area.

Status of MSG and Yard Crew

USC: We are wondering if we have come to a decision on this. Are there two different departments or two separate ladders and one department?

MSC: The Supervisor has one department called MSG. The progression ladder is for running heavy equipment.

USC: The MSG and Yard Crew meet separately each day. We are wondering if there is a ladder for yard crew.

MSC: Are they labor pool? We got the move up situation taken care of, and there is a new supervisor for the MSG group. We were not aware that they had labor pool up there. We will look at it and get back to you.

Removal of Discipline/Make Whole

MSC: We are passing around a document that has no date or signature on it. This is the closest thing we can find around the issue. There is nothing documented in the EPSS system. We are trying to understand the agreement reached that led to the things he did on confined space training.

USC: Vince Leonard and Frank Walsh were in the meeting.

MSC: This was to be used as a test on how to handle these types of issues. We worked out a deal to have the suspension for the remainder of his tour after we met with him. We did not want the suspension put on his record until he had the time to complete his assignment, and then would eliminate the suspension if everything went correctly. We were also going to pay him for the suspended hours after successful completion. If we did not write that up we were remiss.

USC: The employee worked with Brent Thorud to complete his items.

MSC: Based on that recollection, we will research to see any days he missed for suspension to determine what days he was off without pay. The idea of making the employee whole and then there was an issue that occurred on December 6th. But this did not affect the other agreement. Going forward, these are legitimate suspensions so if issues come up it could affect their employment.

USC: We did not come to a full fledged resolution on this type of problem.

Salaried Personnel doing Isolations

USC: On the last down we had salaried employees doing isolations. We have employees trained to do the isolations and they should be the ones doing them.

MSC: In converting it is an operations function to do the isolations and have a salaried employee do the isolation with the electrician and operator. The salaried employee was putting an electrical verification lock on.

USC: Safe Work Permits are also being done by a salaried employee.

MSC: This is not exclusively bargaining unit work.

2009 Performance Pay

MSC: We have a proposal for performance pay for 2009 that has been sent to the union for review. The Company needs a response by 3/31/09. The proposal is similar to last year's proposal. The HR Manager and Mill Manager met with 1097 Local Union Leadership to discuss.

Shift Relief Millwright Position

USC: The issue on the grievance was that the employee may not have had enough training as an apprentice. There is a proposal to have him do three year program to get training. This is almost the same as an apprenticeship. We feel that a three year rotation is more than is needed. There was a precedent established that allowed a tinsmith to become a millwright and is now a shift millwright.

MSC: The employee is not currently qualified to be an outside millwright. What was asked was the ability to train the employee to get there. Now that the offer is made to the employee, it is not acceptable?

USC: The three years is too much. The employee has a primary skill of lube mechanic and secondary skill of Millwright.

MSC: Are you saying this is violating the contract?

USC: Not everything here is contract related.

MSC: We've offered to train the employee. The employee has to want to learn these skills. You are asking us to work with you on training and we have put together a plan.

USC: We are just questioning the length of the plan. Would it be possible to make the training a year by year thing and at the end of each year evaluate him on his skills?

MSC: That is possible. If he picked up the skills more quickly than expected we can consider it.

USC: If we can come to an agreement about evaluating him after one year's rotation.

MSC: If the employee is not fully skilled as a millwright, we are not willing to give him the millwright designation.

USC: We would have you do the assessment.

MSC: The expectation is that he completes the full training before going on shift. If in a shorter duration he is qualified it is for the better,

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Safe Work Permits

MSC: Keith Sloderbeck has joined us representing the Wauna Safety Council. The council was tasked with making the Safe Work Permit (SWP) more usable and it also happened to coincide with the refresher training for SWP's. Key points for the training include the following; Field Verification, Change of Scope Revalidation, Auditing SWP Permit when closing, Understanding why it is necessary to fill out the SWP, and going over the new SWP form. The changes were sent to Corporate for their approval.

P-Pay

USC: An employee with an overturned grievance should have received P-Pay.

MSC: In this case there is still a suspension on their record. We hear your request, and will review the situation.

USC: We are not all getting copies of the disciplinary items.

MSC: We send them to the hall. We assume the union takes care of it.

USC: They should still be emailed to standing committee.

Day at a Time Vacation Days

USC: We want to make sure these days are used. A Notification should be sent out to employee's who still have time to take.

MSC: Employees are responsible to ensure DAT vacations are used and not the Company.

USC: They are required to take it.

Quality Lab

USC: The quality lab job that is posted has a new lifting standard of 60 pounds, but the mill standard is 50 pounds.

Vacation

USC: The employee was awarded 53 hours of floating holidays but he should have gotten only 40 hours. The employee would like to have it corrected in the system so it is not perceived incorrectly.

1&2PM

USC: Employees working on 1&2PM are not scheduled for a full tour this week. Under section 16 D it states that an employee who is being asked to work on their day off should not be laid off on one of their regularly scheduled days to limit hours to 40. Also for scheduling purposes, what ever an employee works on Monday, it is their crew for the week. So if an employee works C Crew on Saturday and Sunday, and graveyard Monday and Tuesday, you would be C Crew for the rest of the week.

MSC: What is the issue?

USC: The Employee was scheduled Monday and Tuesday Day shift and is being asked to work Friday on Straight time. This would be a normal scheduled day off and should be overtime.

Carrying over Floater Hours

USC: In the past if you have at least 8 floater hours, they would let you take an entire day off but only be paid for 8 hours. Now they are not scheduling this way. An employee has 9 hours left, and cannot carry over 9 hours. The employee is not being allowed to take a full day off. Another option would be to let employee's carry floater hours over to the next year.

MSC: What is the proposal? Do you know who changed it?

USC: No, but since it was done differently in the past it is creating a problem. Floaters need to be used up by the end of the month.

MSC: We will look into this.

MSC: What is the union's interpretation of page 71 section 24? "Employees may elect 12 hours off for 8 hours pay."

JSC: That is what we were referring to.

MSC: We will speak with the scheduler.

Call in Sheet from #5PM.

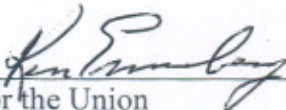
USC: We would like to look at this and get to you on it.

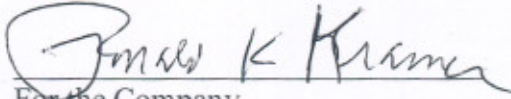
Minutes for February

MSC: Status of the February minutes.

USC: They are okay as you have prepared them and may be presented for finalization and signature.

Meeting Adjourned.


For the Union


For the Company