

Standing Committee  
March 20, 2013

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

**MSC:** Ian Dieter, Dave Hathaway

**Agenda**

**Surrendering Bid, returning to Labor Pool:**

**USC:** Not isolated incident, propose removing ability to bid for 6 months after giving up bid to discourage practice.

**MSC:** Does not understand why this is a problem

**USC:** Considers ability to easily drop bid to be destabilizing to ladders and is not a contractually recognized past practice

**USC:** This is a blue slipped job, and there is only one way to transfer and that's by bid

**Bid Disqualification:**

**USC:** Bid denial does not disqualify an employee from bidding on that job again

**MSC:** Wants to take matter under discussion with area supervision.

**USC:** Bargaining agreement stipulates bidding by seniority

**Fire Hall Bid:**

**USC:** Would like the job descriptions be the same as the past openings

**USC:** Feels that bid criteria is too narrow and eliminates too many potential bidders

**MSC:** Not company's intention, language of bid may be unclear to potential bidders, will look at this

**USC:** Looks like bid criteria were written to opt an employee in, existing jobs open for bid should be bid with same criteria as in past

**MSC:** When conditions change qualifications may have to change to ensure best service to the mill

**USC:** Perception is bid was written with a particular employee in mind

**MSC:** Will look at situation

**Travel Guidelines**

**USC:** Old guidelines are not in effect, moving forward do we go with state guidelines or do we negotiate guidelines of our own, corporate policy in effect now

**MSC:** Why do we need an agreement, what problems are driving this?

**USC:** Current practices do not lock down the process, not all employees may be treated the same. Will move forward with the grievance process if necessary, need to ensure that employees are being appropriately compensated

**MSC:** Have employees been paid less recently than under old policy?

**USC:** Yes

**MSC:** If union is challenging current practice, MSC feels union should bring forward a proposal. Will inquire as to how this would be viewed organizationally but would be concerned that an agreement not be viewed as a wage enhancement device

**Method of Discipline**

**USC:** Employee was given verbal for attendance over the phone while at work by supervisor who was home. Denied representation due to method.

MSC: Appreciate bringing this to our attention

**GRIEVANCES**

**12-25**

USC: Accept

**12-31:**

USC: Accept

**12-47:**

USC: Withdrawn

**12-76:**

USC: Withdrawn

**12-82:**

USC: Withdrawn

**12-83:**

USC: Withdrawn, would like to be notified in the future

**12-84:**

USC: Settled

**13-02:**

USC: Withdrawn

**13-03:**

USC: Withdrawn

**13-04:**

USC: Withdrawn

**13-05:**

USC: Hold Timely

**13-06:**

USC: Hold Timely

**12-80:**

USC: Move to 3<sup>rd</sup> Step

**13-01:**

USC: Move to 3<sup>rd</sup> Step

**12-79:**

USC: Move to 4<sup>th</sup> Step

**12-81:**

USC: Move to 4<sup>th</sup> Step

Will lump 12-74, 12-79, and 12-81 together

**12-68 and 12-73:**

**USC:** Move to Arbitration

**MSC:** Union needs to lock down arbitration notification method

**13-07 Exhibit A-4:**

**USC:** Wage rate incorrect

**MSC:** There is a disconnect between local and corporate methods for calculating wages, we are working to correct this. Will look into progress

**13-08 Contracting Notification:**

**USC:** Contract states any contracting out requires notification regardless of scope

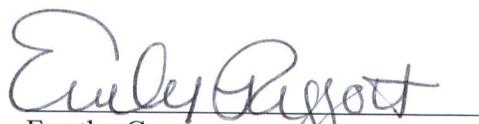
**MSC:** Dave Hathaway to review process with his managers. Asks for clarification on remedy

**USC:** Will provide information

**USC:** Have some 3<sup>rd</sup> Step responses to get back with you on in near future, need some more information (12-70 & 12-71)

**Meeting Adjourned.**

  
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For the Union

  
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For the Company