

Joint Standing Committee Minutes: 03/21/2012

Union: Bill Kerr, Ken Enneberg, Mike Rochon, Paul Burgher

Company: Spencer Drolette, Dave Hathaway, Ian Dieter

Guest(s): Steve Francoeur

Labor

1. 2012-12: 2nd step discussion
 - USC: Because someone accepted a call, grievant is owed a call time. The maintenance call-in policy that should have applied to this situation was pulled from intranet a few months ago.
 - MSC: The Company does not see how the grievant was harmed, as he already worked a full overtime shift that same day. Furthermore, the call went out only 1.5 hours (roughly) after the grievant clocked out. We did learn that the grievant was not on the call list, which has been corrected, but we are not convinced that there was a contractual violation in how the call was administered. We will review further and will get back to the group.
 - USC: Doesn't care that he already received OT that day, he is still available to work again
2. 2012-24: 2nd step presentation
 - USC: Employees are carrying seniority with them when trading shifts. This is affecting how overtime and move-ups are being distributed.
 - USC: The EE's assume each other's seniority during a change
3. 2012-25: 2nd step presentation
 - USC: ABT adopted South Converting guidelines for distributing extra work. Should have used ABT guideline, to distribute extra work by seniority. The tasks in question have been considered extra work since the arrival of the LGVs .
4. 2012-26: 2nd step presentation
 - USC: Grievant was told he did not receive a call time for covering a shift in Utilities because he was covering an employee on sick leave. No Utilities employee were on sick leave that day, so grievant is owed a call time.
5. 2012-27: 2nd step presentation
 - USC: Grievant is owed a call time.
 - MSC: Call time is not payable for covering an out of mill vacancy.
6. 2012-28: 2nd step presentation
 - USC: Grievant should not have received a written reprimand because she was doing the job as has been past practice and because maintenance employees ask vendors to bring orders

to the mill all the time. Would like opportunity to revisit concern with grievant and shop steward.

- MSC: Company will hold grievance timely. The grievant has been coached on this same issue in the past.

7. 2012-29: 2nd step presentation

- USC: Grievant is owed a call time due to a crew shortage. Scheduling notes say that overtime was necessary due to sick leave, but the ladders shows nobody on sick leave.
- Talk to Kay about scheduling

8. 2012-30: 2nd step presentation

- USC: Grievant reported injury at 7 a.m. the day following the injury. An incident did occur, but employee thought it was a small hit to the hand. Request reducing discipline because late reporting was not blatant or intentional.
- MSC: There are multiple ways the grievant could have reported the injury the night of its occurrence. The injury was severe enough to require an x-ray the following day. Management has clearly set the expectation with all employees to report injuries immediately, especially when the injury is the result of a defining event.

9. 2012-31: 2nd step presentation

- USC: The picture in question was artwork, so the grievant should not have been disciplined.
- MSC: Grievant had been coached on the issue of inappropriate materials at work several times prior to this incident. The fact that it was art work is irrelevant; what is relevant is the fact that the picture displayed female nudity, which is inappropriate for work, and that this was the third instance in roughly one year that the employee was coached on what is/is not appropriate material to have at work.

Agenda Items

1. Steve Francoeur spoke to the JSC. Offered to return to an upcoming JSC to make discuss his expectations and thoughts. Will schedule 30 minutes on the agenda for the next meeting.
2. JSC discussed 1st step grievance regarding the manner in which JSC minutes are being kept. USC would like to see more detail. Per the CBA, the JSC minutes will continue to include statements of positions and conclusions, if any.
USC- This is not "accurate minutes"
3. Discussion about Cease and Desist letter regarding the maintenance department.
 - USC: Re-certification has been proposed as a condition of employment.

- MSC: Management has the right to expect employees to be currently trained to perform their job duties. It is important to maintain the skill set of the maintenance workforce to be able to complete tasks with Local 1097 employees as opposed to contractors.
4. Issue around the amount of time Clockroom attendants wait between calls to employees for call-ins when there is not an urgent need.
 - USC: Request that Clockroom wait a few minutes between calls to give people a chance to answer the call. People most likely would come in, if there were more time between calls. Suggested a timing guideline to be provided to the Clockroom.
 - MSC: Clockroom attendants will continue to place calls per the CBA and in a way that makes the most business sense. Do not see a business need for changing the current practice.
 5. Issue about contractor tug captain being used to cover overtime instead of emergencies.
 - USC: Previous agreement allows for a contractor to be used only in case of emergencies. Members of crew are denying overtime, a request that management should not be allowed to grant.
 - MSC: The Company understands the Unions concerns and will address it accordingly.
 6. USC asked for notification of vacation blackout periods in operations.
 7. USC has received reports that new cameras have been installed, and requests information about the cameras. USC has received a report that a supervisor is monitoring employees with cameras. Employees have asked that cameras be turned away from work station during daytime.
 8. USC raised concern around allegations that cameras are being used to monitor employees suspected of smoking.
- Want updated Camera List

Murine S. Lockman
 Union Representative

08/07/12
 Date

[Signature]
 Company Representative

08/07/12
 Date