

Standing Committee

March 25, 2011

USC: Ken Enneberg, Curt Ollilla, Bill Kerr, Paul Burgher, Mike Rochon, Mike Bouse

MSC: Ram Manthe, Ron Kramer, Chad Davis, Shawn Wood, Frank Walsh

Safety

Barrier Tape Policy: Chase Parmenter shared the changes to the Barrier Tape Policy. One is the change to the barrier tape label, the section on Hazards Identified is now more visible and a contact Number has been added. The second change is to the tape, there is now printed Confined Space tape that is to be used on open and unattended confined spaces. The tape says, "Confined Space, Enter by Permit Only." Chase Parmenter left after the discussion.

Grievances:

10-45: Wage Rate Retention, 10-48: Scheduling on PM5, 11-05: Removal / Return to PM 5

MSC: Held timely at 2nd step 2/16/11.

USC: We were waiting for an answer from the company.

MSC: Our Medical Director will be sending a letter to the employee's medical provider.

USC: At this time, due to the length of time already taken, we will move on to third step.

10-74: Progression Ladder Rights, 11-04: Discipline

USC: The employee had been returned to his original progression ladder under the original grievance 10-74. We are grieving the disciplinary action and removal from the progression ladder under grievance 11-04.

MSC: There have been three instances of unsafe driving by this employee in the last year. The employee was given two options.

USC: Two of the instances were self-reported by the employee.

MSC: We believe that there was an agreement at first step, and then 30 days later we were told it was not acceptable. The employee was disciplined for failure to report an accident. We cannot find a violation in the labor agreement. When the discussion took place, the parties came to the agreement that they did.

USC: The Labor Agreement addresses someone lacking qualifications on page 23, Section 24 – Seniority, Item C3 "The Company will notify the employee involved and the Local Union of each case in which it determines that an employee lacks the qualifications to be promoted as described above." It has been past practice to bring it to Standing Committee. The employee wants the reprimand out of his file and to be sent back to shipping.

MSC: We will change the reprimand to a letter of discussion and will retain his current bid.

USC: We accept the settlement offer.

11-07: Cancellation of FH after Finalization of Schedule

MSC: Company held timely at 2nd step 2/16/11.

USC: This originated when the employee tried to call in and cancel a floater with plenty of time to cancel the overtime. Then there was another instance where the case was handled differently. We proposed a settlement of a granted day off without pay, as he was paid already.

MSC: On a non-precedent setting basis, in full settlement of the grievance we will grant him a GTO. Going forward, for floaters on the final schedule, employees should not ask to cancel them and the company will not cancel them.

USC: We accept the offer.

11-08: Shift Trade

USC: The employee traded a couple of nights for days and fulfilled his part of the trade, and the person he traded with asked for emergency vacation on the days he had traded and the employee was scheduled for them. He should have been paid overtime and a call time for those days as he was the one called in.

MSC: The employee was scheduled to work those days, but did not work them. The employee worked his normal four day rotation and was paid his regular rate of pay. Neither party worked this mutual agreement. It will be treated as if there was never a trade, and we will back out the FMLA Days for the 12th and 13th. The Company reminded the Union that shift trades are not contractual.

USC: We consider the grievance resolved.

10-72: Scheduling

USC: It appears that Virgil Lynch should have been called in. By leaving the position vacant, it compels someone to step up and perform that job.

MSC: We will look into this.

Agenda Items:

COSTCO Social Responsibility Audit

MSC: COSTCO came to the mill to conduct a Social Responsibility Audit. Part of the audit included an I-9 review which includes review of documents used for the I-9 completion. This process establishes a person's right to work in the United States. Acceptable documents could be a driver's license and social security card or a passport. They have the right to audit your files to see that the proper documentation was provided. In those cases where they find it has not been done, they ask to have it corrected immediately. There were a few instances that they asked to have them corrected at Wauna and the employees were contacted for their information.

USC: We would like to be notified when the audit is being conducted.

MSC: The Company will note the request.

USC: Did the auditors have access to employee's personnel files?

MSC: No, they were only able to see the I-9 information which is separate from the employee's personnel file.

PM 6&7 Guidelines

MSC: We have some items in the guidelines that seem ambiguous.

USC: Give us the revisions and we will look at it.

Attendance Policy

USC: We want our employees to show up to work on time and to relieve on time. There are certain people that have a repeat tardy issue, but there are some employees who due to circumstances should not be treated the same way.

MSC: Our past practices show that we are willing to look at people who are not habitual offenders. We are willing to talk about what is a reasonable time frame for no call no show, but we are not interested in increasing the percentages of absenteeism allowed.

USC: We calculated our proposed revised percentages based on a shift worker missing three days in a rolling twelve month period.

Camera Update

Jim Cochran shared the updated map of existing security camera locations and proposed some additional camera locations. The primary purpose of the additional cameras is security and safety. They are also for monitoring hazardous materials brought into the facility. The new cameras will satisfy the need to see evacuation assembly areas from the clockroom or fire hall when the monitoring stations are completed. Phase one is to be completed within 3 months time and there will be 6-8 months between phase one and two. The clockroom will monitor the security cameras and the fire hall will have access only to the reader board assembly areas. Security cameras will all be recorded, interior cameras for the most part will not be recorded. The camera range is 25-50 feet for fixed cameras. Pan tilt zoom cameras will be able to go farther than that. Some camera work will be done by our electricians, some will be contracted out.

USC: We are concerned about the main gate, monitoring of the overpass for county or state and what they will do with that information.

Cochran: The primary purpose is for entry security.

USC: Will these be used at any time for discipline?

Cochran: That is not the primary intent, but could be depending on the circumstances.

Safe Start

Jim Cochran shared an update on SafeStart with the group. Everyone has seen modules one & two and completed training. The next step for the program is forming a steering committee of

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ten to twelve people, made of both hourly and salaried employees. The steering committee will define what the SafeStart program will look like. They would select facilitators to present the last three modules to the employees, and develop presentation time tables. This would be a 12 month project. Then the five modules would be presented again to the mill along with addendums to each module over a course of three years. Employees would be on special assignment no more than six months at a time. Jim Cochran left after the discussion.

USC: You were given a notice that the international branch of the union does not support Behavior based safety. Please set up a time for us to discuss this.

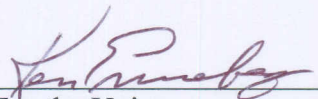
MSC: Many other USW locations across the Company support SafeStart.

Property Damage

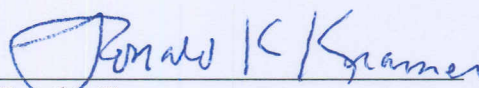
USC: We would like to talk about property damage and when drug testing is being done. When should property damage items be submitted? Is there a dollar amount for the damage?

MSC: We believe the policy simply states damage and does not give a specific dollar amount to define when it is property damage. We would need to look at specific examples to see if they were handled correctly.

Meeting Adjourned.



For the Union



For the Company