

Standing Committee
April 2, 2008

Note: This is the **March JSC meeting** but is being held on April 02, 2008

USC: Larry Reandean, Vince Leonard, Mike Bouse, George Brajcich, Ken Enneberg, Paul Burgher

MSC: Frank Walsh, Shawn Wood, Ross Procter, Ian Dieter, Chad Davis

Grievances: 08-01, 08-02, 08-08, 08-10, -08-11, 08-12, 08-13, 08-115, 08-16, 08-17, 08-19, 08-22, 08-23, 08-24, 08-25, 08-26, 08-27, 08-28, 08-29, 08-30, 08-31, 08-32, 08-33 & 08-34, 08-35 & 36 & 37 & 38 & 39 & 40.

Appeals: 07-142, 07-146, A08-01, A08-05, A08-07.

Arbitrations: A07-10, A07-11, A07-12, 07-107, 07-126.

Agenda Items:

1. Quality Department Start Times
2. Spot Bonus
3. Pulp Slab Safety Vests
4. Grievance Administration
5. Standing Committee Minutes
6. Union Leave
7. JSC Lunches
8. Floater Carryover for #7 PM Employees
9. Special Assignment
10. Capital Spending
11. Toledo Benchmarking Trip
12. Road work
13. Code of Conduct
14. Disqualifying from Job bids
15. Employee Status
16. Day at a Time Vacations
17. Special Assignment

JSC: Both Parties agree to have timely minutes.

Grievances

08-01

MSC: Scheduling has been done the same way in the past. We scheduled overtime for people on their days off and spread the overtime out so they would have two days off if it could be worked out that way. This came out of Converting Shop Stewards' meetings. The agreement with Converting shop stewards was made to help distribute overtime evenly so employees can get consecutive days off. If the Union would like us to stop scheduling this way, we will.

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USC: If agreement was with shop stewards in the past, the USC is not aware of it. Shop Stewards' meetings do not set policy. We ask that the company honor the labor agreement and follow converting overtime guidelines for assigning overtime work.

MSC: Scheduling has been done this way for many years with no complaints. Not sure if back pay is due.

USC: Overtime is not being distributed per the department guidelines set forth in the labor agreement.

MSC: Will check Standing Committee minutes to see if agreement has been made in past.

JSC: Hold timely.

08-06

MSC: Will pull disciplinary notice.

USC: Consider resolved.

08-08

MSC: Scott Beckstrom authorized the installation.

USC: Work in North wall of ABT was done with no notification. It was an additional door outside original scope.

MSC: Door was for access between machines and office trailer, perhaps planner thought this was covered under prior notification. Is issue that we didn't notify or that it was local work?

USC: Both

MSC: Will investigate situation and speak with planner involved.

JSC: Hold timely

08-10

USC: Job description, duties and hours of work have been changed. These changes have not been negotiated. Suggest that goes back on 12 hour shift, go on wage rate retention.

MSC: In order to give wage rate retention, we would have to eliminate the job itself. His current job was co-designed by him, and is based on tasks he was performing. This work is best performed Monday through Friday rather than working on shift.

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USC: We did not designate him to negotiate the job. That is done by standing committee. Job has been changed. His tasks are not the same.

MSC: His tasks are the same, just the working hours have changed. We cannot change his rate without doing a Job Analysis. We can eliminate the position which will give him bump rights, keep wage rate, and will post job at utility rate for Monday through Friday work. Before doing so, we will need to speak to the supervisor involved.

USC: Need to consider settlement offer.

JSC: Hold Timely

08-11

MSC: Job Analysis has been done for the #2PM machine tender; clear duties have been defined. There is no longer a #1 Machine Tender position. It is a Combined Machine Tender position.

USC: When it was discussed before, there was not a clear job description. The job description set forth in the recent job analysis will suffice for resolving this grievance.

08-12

USC: Issue is that employees were scheduled on multiple crews working back in same area, but showed them as part of the labor pool.

MSC: One employee chose to blue slip to the labor pool rather than exercise his bump rights. When scheduling him, we try and follow a letter crew.

USC: He was not assigned a full week. He got compressed rate for three days.

MSC: Anyone coming out of labor pool and scheduled three days, does that make a week?

USC: If following a lettered crew it would be a week. However, he worked nights on one letter crew, and then two more nights on another lettered crew. Because he moved crews, he should have been paid overtime for the last two days. He is doing the same job he was doing that had blue slipped in the week before, but this week was part of labor pool.

MSC: In prior discussions, we have never discussed this particular issue. The employee was following B Crew's schedule, using the schedulers flexibility of changing Monday to night shift.

USC: After listening to your research on the schedule, we withdraw this grievance. Grievance withdrawn.

08-13

USC: The union was supposed to research the call in lists and get back to the committee. The Maintenance department has a guideline that states that you must call everyone in

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maintenance prior to calling someone who is working as a set-up. We ask that the senior mechanical person on the call in list be compensated.

MSC: Everyone in truck shop was called. We ask that it be sent back to first step to be resolved.

USC: O.K.

08-15

MSC: We have not received information that this has been sent to third step.

USC: We will check on this.

08-16

MSC: During our investigation we found that no one had seen the mock email and at no time were the pictures thought to be based on the employee's national origin. Rather, the pictures resembled the employee after a blow down. At no time did we find anything suggesting the employee's supervisor was aware of the pictures/email or that he condoned such activity in any way.

USC: Feel that the interviews felt like a canned response. The computer in question was also gone. The grievance was submitted to stop the supervisor from harassing the employee. We have advised the employee to take legal action.

MSC: If all issues are tied together, this should be sent to arbitration.

USC: Are you in agreement that we can skip the next step and move to arbitration?

MSC: We agree.

JSC: Will take grievance #08-16 and combine with Arbitration #A07-10. The company is actively working with USW representatives to get arbitration scheduled.

MSC: The company has done due diligence in their investigation and has found no evidence of harassment.

08-17

USC: Shawn was going to get back to the SC.

MSC: The salaried employee did not use any tools.

USC: The employee was observed with tools and was working.

MSC: Our follow up done by an hourly employee found that the work was not done by the salaried employee. We do not know exactly what he was doing. An E&I planner needs to look in electrical boxes as part of their work.

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USC: Normally if this needed to be done, he would come to us to have it done. We will withdraw the grievance with the understanding that you have spoken with the salaried employee.

USC: Grievance withdrawn.

08-19

MSC: Resolved

08-22

MSC: We ask to hold timely until we can speak with Fred Ceruti.

USC: Agree

JSC: Hold Timely

08-23

USC: Issue is that the machine tenders cannot monitor safety in the pulp slab with only one employee there. Would like to have a pulp slab assistant put back to help with that.

MSC: We will not be adding more positions back to that area. We do everything we can to help the employees work safely.

USC: Concerned that the computer monitors can be turned off. We have found them turned off in other areas.

MSC: If they are being turned off, we will correct it. This is a good topic to discuss at SAC. Do not see that there is a contract violation.

USC: Are we willing to hold timely and have the SAC discuss it.

MSC: You can take the safety issues of the pulp slab to the SAC or to the safety department. As far as adding another position we will not do this.

USC: The grievance is that the machine tenders do not feel that they can monitor safety in addition to their other job duties.

MSC: They are responsible for the safety of any person in that department.

JSC: Hold timely.

08-24

USC: There was confusion about starting time on the previous day. Because of the confusion the employee asked supervisor to confirm the start time for the next day. The supervisor confirmed that the employee should start early.

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MSC: Supervisor said he did not ask employee to come in at 6:00AM but that other employees were scheduled to come in early. We will follow up with the supervisor again.

USC: Standing Committee member heard the supervisor tell the employee to come in at 6 AM.

JSC: Hold timely.

08-25

USC: During the Yankee grind, their crew wanted their equipment moved but then they loaded their own equipment which is our work. The policy is that to load or unload the trailer you have to be trained. They did our work.

MSC: They are GP employees who were loading their GP equipment, which is fully within their rights to do.

USC: Work done at the mill is our work.

MSC: This is no different than bringing contractors onsite who load/unload their own equipment.

USC: We will take this grievance to the 3rd step.

08-28

USC: Employee is asking for one week vacation back due to the hassles of FMLA.

MSC: Employee had exhausted all of his FMLA except for 3 hours, which we applied to his absences. Employee feels we should not be allowed to use FMLA for industrial accidents.

USC: How is FMLA started?

MSC: On the date of his accident we would go back one year to determine how much FMLA was available.

USC: There were some instances of FMLA being double added.

MSC: This was corrected but he still did not have enough time.

USC: Will follow up with the employee to see if comfortable with the explanations given.

08-26

MSC: Reviewed needs of business and workers for vacation requirements. Understand that there are areas where employees are not able to utilize all their vacation time. The Company understands the Union's position that a junior employee cannot vacation over a senior employee. The Company believes the contract allows to allot vacations by job classification. We looked at areas in the mill using dates that historically have been high

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usage dates with high vacation instances, floaters, call-in sick days and one day-at-time vacations. Our goal is to keep the vacation allotments to keep vacations down during high usage times to meet business concerns.

USC: We do not see what floaters have to do with vacations.

MSC: We have to look at overall absences. By adjusting the numbers we are accommodating business concerns for times when historically we have high overall absences.

USC: Floaters do not take precedence over vacations so should not be able to round down. In the past we have rounded up the number of people who could be off, and now you are going to round down. Think by lowering the vacation allotments even further will actually create more absences taken by floaters and day at a time vacations.

MSC: This gives everyone the ability to take their vacations by seniority.

USC: The restrictions on the newly-posted department guidelines for signing up for 2008 – 2009 vacations supersede seniority. The contract states that vacations will be scheduled according to mill seniority at the time vacation requests are made. If someone did not make a request and was scheduled for a vacation, this would be in violation of the contract.

MSC: The Company could agree to allot vacations by mill seniority but the number of allotments will not be the same throughout the entire year. Our goal is to have costs distributed January through December as evenly as possible.

USC: If day at a time vacations are causing a problem with vacation scheduling and labor costs, we can look at eliminating them. When we used summer help at a lower wage rate to cover the vacations in the summer it helped keep labor costs down and allowed us to let more people off during the summer.

MSC: If we reduce the vacation allotments we reduce the amount of vacation overtime.

USC: The union agrees that vacations must be scheduled by seniority. We do not agree with the way the allotments are adjusted throughout the year. We will not have enough weeks to take all of our vacations. We think more people should be off during the high-usage times.

JSC: This grievance will move to arbitration.

08-27

USC: When #1 and #2 PM is curtailed and one machine is running, we need to have five crew members working to make working conditions safer.

MSC: We will not add positions to #1 and #2 pulp slab area.

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USC: We will take this grievance to 3rd step.

08-29

JSC: Recognizes the mill seniority date for the grievant as being 6/25/07.

08-30

USC: #13TT were contractors doing work within the scope of work when reviewed. This grievance is resolved due to a punch list being supplied to the Mechanic's Committee.

08-31

USC: A salaried employee was doing isolations on #7 PM.

MSC: We will follow up to make sure he does not do local 1097 work.

JSC: Grievance is resolved

08-32

USC: Contract support for #13 TT were asked to work on #8 Zero Wrapper. The contract review covered installation, not start up.

MSC: The contractor looked at the work and gave advice on what should be done. We did not do proper notification. Since then, we have trained entire area on need for Contractor notifications.

USC: We withdraw the grievance.

08-33, 08-34

USC: A salaried employee performed Local 1097 work.

MSC: We have the salaried worker doing PLC modifications, that is within his normal scope of duties. He works in coordination with the area electricians.

USC: If our people do this work it should be our work.

MSC: We try to keep the working relationship between engineers and hourly E&I groups. All work on PLC is not just hourly work. During times when the engineer is doing changes, he should do a good job of documenting the changes so that the E&I Group can follow his work.

USC: The engineer should have involved the E&I group when making the changes so they could have made them together.

MSC: We have assured the hourly employee that when the engineers come out and work on them they will be involved.

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USC: We ask that the employees be compensated and ensure that they are involved working on this in the future.

MSC: We feel that by taking steps to ensure a better working relationship that we should not pay restitution. Engineers regularly perform programming work.

USC: We will send back to 1st step and get all parties involved. Will hold timely and take grievances 08-33 and 08-34 to next step if cannot resolve the issues.

08-35, 08-36, 08-37, 08-38, 08-39, 08-40

MSC: Contractor work being done was troubleshooting and warranty work.

USC: There still should have been a contract notification.

MSC: This work took place prior to taking steps to educate the area on how to do proper notifications. We believe there was no displacement of local 1097 employees. There should be no penalty.

USC: Displacement is not the problem, it is notification. In order to bring in someone to do work, the Union has to be notified. If we haven't been notified, it is still considered Local 1097 work. We ask that restitution be paid at 50 hours times journeyman rate of pay and will consider Grievances 08-35, 08-36, 08-37, 08-38, 08-39 and 08-40 resolved. Payment to be made to Local 1097.

MSC: We feel we have made a good faith effort to make sure this does not occur in the future.

USC: We will take Grievances 08--35, 08-36, 08-37, 08-38, 08-39 and 08-40 to the next step.

Mediations:

A07-142

MSC: Resolved

A07-146

MSC: The union should come back with a settlement agreement.

USC: The union agreed at mediation to negotiate break time. In that same mediation, management agreed to go back to a 90-minute break and give a settlement for the minutes lost. We want restitution for the 30 minutes the employees have lost until this time. At mediation, we agreed to hold timely and not continue accumulating until an agreement could be reached today. We want 3 days of floating holiday pay added to their checks, but we are not asking for time off. If we cannot reach an agreement, we need to go back to the 90 minute break. We have made commitments to our membership to resolve today. If we do not, we will need to take it to arbitration and continue accruing liability.

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MSC: We can take it to arbitration or we can hold timely and continue to accumulate liability until the next meeting.

USC: We will hold timely and will start accruing liability again until a resolution can be reached.

A08-01

MSC: We would like to hear two cases that day.

USC: Agree to do A08-01 and A08-02 in the same day.

MSC: If we come to an agreement on A08-01 before the 17th, we will do A08-02 and A08-03 in the same day, discussing A08-03 first.

USC: We will see.

A08-05

MSC: Resolved

A08-07

USC: We suggest taking to the 2nd step of the appeal process if the Mill Manager from Camas hears the cases rather than the Camas HR Manager who we feel has previously judged the case.

MSC: We will check to see if that is possible.

Arbitrations:

07-107

MSC: Heard there has been some movement on this case.

USC: Curt Christiansen offered a settlement to our rep. We expected a decision today. If not, we are continuing with arbitration.

MSC: We think there was a misunderstanding during the last meeting. We will it get scheduled.

07-127, A07-10, A07-12

MSC: have requested new panels for these arbitrations.

A07-11

USC: We have accepted the offer.

MSC: We need to have a copy of that letter.

USC: We will send it.

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Agenda Items:

1. Quality Department Start Times

MSC: Craig Puzey is changing the start time for the Quality Analyst to 6:30AM. This will help with converting changeover.

USC: Why would this be changed, when changed to shift this position started at 6 to connect with both crews. Until then, do not change the start time.

MSC: He is the manager of the area, if he wants to change the start time he can.

2. Spot Bonus

MSC: We have an approved spot bonus for a maintenance employee who worked over and above job duties on #4 demolition.

3. Pulp Slab Safety Vests

MSC: We are making safety vests required for the operators.

USC: Why would you only make the workers in the area wear the vests, instead of making everyone coming to the area wear one?

MSC: This is a good safety suggestion. We will take to the manager.

4. Grievance Administration

MSC: We would like to have more time for grievances so we can come prepared to the meetings instead of having a quick turn around. We would like to also have the resolved grievances handled before the meeting starts.

USC: Once the grievances receive a number they must be accounted for in the minutes so the employees know they have been resolved. During the Hall renovations the union secretary can come and deliver them. Once the scanner is running we will be able to email them to you.

MSC: We understand that there are circumstances causing delays with the union hall.

5. Standing Committee Minutes

USC: We also would like to see that the Standing Committee minutes get put together sooner so employees can see what has been resolved. They have not seen minutes since December 2007.

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MSC: Standing committee minutes should be done by the end of the week

6. Union Leave

MSC: Union Leaves should be sent to Chad and Ian in the HR department. We want to make sure that this process is continued to be used.

7. JSC Lunches

MSC: We would like to get this back to being a joint committee. We would like the union and company to alternate paying for lunches.

USC: In the past we used to have lunches out together. Management at that time decided that we would work through lunch to save time in the meetings. In order for us to purchase lunches we would have to have our membership approval.

8. Floater Carryover for #7PM Employees

MSC: We would like to allow eligible employees from #7PM to carry over 36 hours of floaters.

USC: We agree to that in this situation.

9. Special Assignment

MSC: Angela Duling will be placed on special assignment for HIRA starting 4/7/08 for three weeks.

USC: For safety it is o.k. Thank you for notifying us.

10. Capital Spending

MSC: We would like to share the areas of capital spending in the mill.

11. Toledo Benchmarking Trip

MSC: We will be going to Toledo to look at their safety committees. Vince and Mike will be representing the union.

12. Road Work

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MSC: Nils Roehne wanted to let the committee know that we will be doing some cold patching on the Asphalt areas. For the gravel areas, we will bring someone in with the right equipment to get the grating done correctly.

13. Code of Conduct

USC: Will live by the code of conduct if the company will.

14. Disqualifying from Job Bids

USC: We have instances where employees have been put in position for 10 days and then have been sent back. We would like to make sure that employees are being given a fair chance to do the job.

MSC: Following the process of our current evaluation system, those who are sent back from a job bid are done so by their coworkers. Has the USC verified whether or not a proper review of the employee was completed?

15. Employee Status

USC: What is the status of the employee from the recaust area? The USC was not notified.

MSC: The Union was notified and we are working to get the employee back to work.

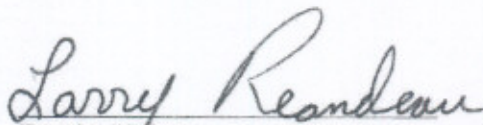
16. Day at a Time Vacations


USC: We would like to have a list of who has put in for DATV vacations, who has taken them and what they have left. Employees need to use it before June 1st. We should be provided this every year.

MSC: We will look into it.

17. Special Assignment

USC: We would also like to have a list of 1097 employees on special assignment for over two weeks and an update of their hours.


For the Union


For the company 05/08/08

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Date

Date