

Standing Committee
April 16, 2013

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

MSC: Ian Dieter, Dave Hathaway, Emily Riggott, Olivia Huynh, Heath Gibson

Steve Francouer

1st quarter results have been good for the mill. May be upcoming curtailment on #6. KS tissue is hot

GRIEVANCES

3rd Steps

12-72

USC: Holiday coverage for July 4, 2012, asked for 12 hour floater, received 8. Section 18 B, 1 quoted. Union asks either pay correction of an additional 4 hours of floater time

12-80:

USC: Hold Timely (lump)

13-01:

USC: Would like to remove two names from this grievance. Section 18, B2 quoted. Union requests 1st name be made whole

MSC: Asks under what conditions would a employee not be held accountable for missing scheduled time on their schedule. This occurred due to a glitch in scheduling computer which caused data not to be displayed. All affected persons were called. Others in this situation do check there schedules, this could happen often. It is not the company's fault that employees are not available. Company feels voice mail or answering machine doe constitute adequate notification.

APPEALS:

A13-01:

USC: Union asks for administration suspension to be removed as entirely unwarranted. Employee has passed his initial 60 day probation

MSC: Employee has not qualified on anything in the past, not company's intention to make bid denial generally a discipline offence

USC: Employees evaluations were generally good

MSC: Not receiving good feedback on current work performance

USC: Feels this is inappropriate and has never occurred. Asks again that admin suspension be removed. Reviews are good and some workers have very good things to say about him.

A13-02:

USC: LOTO Violation, will not ask this to be removed, asks that do to circumstances, duration of suspension be reduced to 18 months

A13-03:

USC: Attendance-FMLA

A13-04:

USC: Above threshold, can, do to circumstances, can reprimand be removed if after FMLA coverage be obtained

MSC: Will revisit after employee follows through

Agenda

USC: Craig Johnson, has retired, what is his role?

MSC: Hired in as salaried temp to help with Quality Dept., not doing 1097 work

Tug Boat Staffing:

USC: Please resolved issues by May 15th, is this doable?

MSC: May be possible will try

Shift relief for Maintenance:

USC: what is your current take on this?

MSC: have had some discussions on this, haven't had detailed clear discussions, required to get clear picture on how to proceed

USC: How is this handled, has been changed without having changes presented to standing committee prior to implementation

Bidding on Jobs:

USC: Wants to enforce contractual 7 day release window for bid start. This has not been followed and junior bidders are starting bids prior to senior

MSC: Understands issues

JSC: General discussions on this issue

GRIEVANCES

13-07:

USC: Hold Timely

13-08:

USC: Hold Timely

MSC: Have received date back on this, haven't had a chance to review

13-09:

USC: Would like reprimand reduced to letter of discussion

13-10:

USC: Shift trade made employee mate for overtime. Was left off call list, request employee made whole for OT and Call time

13-11:

USC: Reprimand for failing to perform proper hose inspection, privacy violation, 2 employees perform inspection only 1 employee was disciplined

MSC: Employee has had on going issues during entire term of employment in this ladder, has been repeatedly coached to no effect

USC: Past issues which were not addressed should not be considered, asks reprimand be reduced to coaching

13-12:

USC: Denied transfer to property protection lacked firefighter training, asked that job be offered

MSC: Employee did not provide documentation

USC: Bid did not require submission of documentation and qualifications were changed on an existing job. Feels job with was rewritten to deal in a particular employee

MSC: Company has right to set qualifications, job analysis does not set qualifications, employee in question has had issues

12-70:

USC: Send counter proposal-to 4th Step

12-71:

USC: Will accept company's offer

Spot bonuses

Several spot bonuses to be given for Working Safe Beyond the Rule

Blue Slips

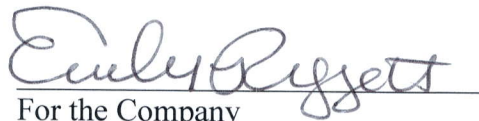
Company will be resistant to allowing employees to giving up blue slip to return to Labor Pool. Will perhaps open bid for labor Pool once a year

Next Standing Committee Meeting to be held on May 22, 2013, Time and available location of meeting to be determined.

Meeting Adjourned.



For the Union



For the Company