

Joint Standing Committee Minutes: 04/18/2012

Union: Bill Kerr, Ken Enneberg, Mike Rochon, Paul Burgher, Mike Bouse, Curt Ollila
Company: Spencer Drolette, Dave Hathaway, Ian Dieter
Guest(s): Steve Francoeur

Steve Francoeur began the meeting by leading a discussion around safety, the recent EHS audit, status of the business, mill staffing, project updates, product forecasting, the approaching annual outage, and an updated farewell process for retirees.

Safety: Steve stressed the importance of following up on the concerns raised during the EHS safety audit and requested the Union's help in identifying/addressing safety concerns. He also encouraged people to report safety concerns when they see them so we can reduce the overall amount of risks in the mill.

Business: Costco recently toured the mill and was pleased with our processes and people. The mill will soon see product changes from a packaging perspective. There have been metal contamination complaints around GP products and while none of the complaints have been around products produced at Wauna, we are ~~trialing~~^{trialing} a metal detection system in South Converting – the project will begin shortly.

Mill Staffing/Outage: We recently had to shut down converting assets due to unexpected call ins and no one accepting calls placed by the Clockroom. We have looked at our staffing numbers and feel OK with our current levels; we are, however, actively searching for additional operators.

During the annual outage, we will be bringing 2PM down. At this point, the outage is scheduled for 10 days.

From the Union: Union offered positive feedback about the atmosphere in a recent incident investigation in which a member of the committee participated. The Union would like to see a similar process in future incident investigations.

Labor

1. A11-10 (Arbitration Panel): The initial panel was struck from a regional standpoint, meaning arbitrators from as far away as Alaska were included in the mix. In an effort to get an arbitrator that is more familiar with our industry, the Company and Union reps are discussing the possibility of a sub-regional submission. Ian will update the group once a decision is made.
2. A11-10, A12-01, & 12-02: In full settlement of these appeals/grievances, the Company offers, on a non-precedent setting basis, to reduce the suspensions to reprimands; as well as reduce the

reprimands to a coaching for all future performance issues except for those related to product quality at which point the reprimands will remain in effect.

3. A12-03: Withdrawn
4. A12-04: Withdrawn
5. 2011-26: Withdrawn
6. 2012-30: In full settlement of this grievance, on a non-precedent setting basis, the company will reduce this to a coaching. The intended impact of the reprimand seems to have taken hold.
7. 2012-31: 2nd step presentation
 - USC: Grievant was released from ER but was asked to get a release from his physician. He should not have to get two releases to return to work. Also, days missed should not count toward his absentee percentage.
 - MSC: The Company maintains the right to determine what is/is not an acceptable release to return to work. In this case, the employee went from having a medical emergency necessitating a trip to the ER one minute, to allegedly having a full release the next. Furthermore, the employee did not have a full release free of any restrictions, as maintained by the union. The Company has the right to ensure employees are fit for duty.
8. 2012-32: Hold Timely
9. 2012-33: Hold Timely
10. 2012-34: 2nd step presentation
 - MSC: Regarding the calculation of bids, the company proposes that the mill continue with the previous JSC agreement whereby accepting or denying a bid counts as one of the two contractually allotted bids.
 - USC: Indicated it would like the company to administer the full agreement of the transfer/bidding provisions as found in the CBA. Union is not interested in carrying forward the previous agreement.
 - JSC: The Company understands the union's position. In full settlement of this grievance, the Company will place the grievant on the requested bid.
11. 2012-35: 2nd step presentation
 - USC: The issue should never have gotten to the point of discipline and is an overreaction by the company. If material was pornographic then the reprimand would have been warranted. Request reducing to letter of discussion.

- MSC: The Company, and each employee, has a responsibility to act in this situation. The grievant had been coached on the issue of inappropriate materials at work several times prior to this incident. The fact is 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.

12. 2012-36: Hold Timely

13. 2012-37: Hold Timely

14. 2012-38: Hold Timely

15. 2012-39: Hold Timely

16. 2012-40: 2nd step presentation

- USC: A qualified employee was available and qualified to make the repair.
- MSC: There are legal limitations to who can work and what can be done to fix an elevator. The plant journeyman on shift was not able to identify the problem, so the Shift Mill Manager called a contractor.
- USC: Management should have called grievant before calling a contractor.
- MSC: Used on-shift resources first, but they could not resolve the issue; therefore a contractor was called.
- JSC: Move to 1st step for resolution.

17. 2012-41: 2nd step presentation

- USC: Employees are being held from transferring to new bid longer than what is allotted in the CBA. New employees are being trained in the department where people have bids. The Company needs to release people for bids per the CBA.

18. 2012:42: Withdrawn

19. Discussed recent information requests submitted by the union. Company offered for standing committee members to meet with supervisor and scheduler to better understand current scheduling practice. Union opted to maintain request for the schedules.

Agenda Items

1. Union provided copies of what appears to be 2012 contractor notification spreadsheets. Expressed concern about possibility that items are not matching up. Company agreed to research the issue.

2. Union expressed concern about the quality of first response medical treatment at the mill.

3. USC: Question about the status of Napkin lines, asking if there has been a shut down.
MSC: A shut down occurs when an asset is written off.
USC: If possible, the union would like an update on the status of these assets so it can inform its members.

4. USC: Union reminded company of its desire to discuss policy changes in standing committee meetings.
MSC: When necessary the company has brought forward policies and will continue to do so. The most recent policy involved regulatory updates so the company did not feel there was a need to discuss.

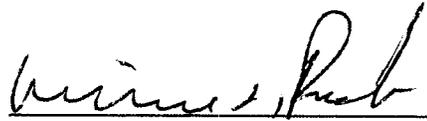
5. Company presented Confined Space policy update. One recommendation was made, which the union will take to the Wauna Safety Council.

6. Contract printing update: We are currently waiting on the Union's signature page and are working with the printing company to correct several issues around the overall layout of the proof they provided. Once both of these items have been straightened out, the CBA will be ready to print.

 07/27/12

For the Company

Date

 07/27/12

For the Union

Date