

Standing Committee
April 21, 2010

USC: Ken Enneberg, Vince Leonard, Curt Ollilla, Paul Burgher

MSC: Chad Davis, Erik Wilson, Ron Kramer, Shawn Wood, Frank Walsh, Ian Dieter

Safety

Debbie Mattinen shared the RR&E's for the Wauna Safety Council (WSC) with the Standing Committee. Janelle Holzer went through the guidelines for the Combustible Dust Facility Housekeeping Program. Debbie and Janelle left after the discussion.

Grievances:

08-43: 1097 Mechanics Committee – Contracting out Phone Work

MSC: Arbitrator Dorothy A Fallon selected – On hold during negotiations

08-96: USW Local 1097 – Benefits during Disciplinary Layoff

MSC: Arbitrator Burton White selected – On Hold during negotiations.

08-97: USW Local 1097 Disability Retirement Health Benefit Premium

MSC: Arbitrator James A Lundberg selected – On hold during negotiations.

09-12: Scheduling

MSC: Request for mediation 4/16/10. The parties need to discuss path forward.

09-38: Local 1097 Mechanics Committee - Area Call Ins, 09-40: Maintenance Call In, 09-54: Local 1097 Mechanics Committee

MSC: Company to propose settlement for approval.

09-43: Schedule Change,

MSC: Request to hold timely for further discussion mailed to the Company on 4/16/10.

USC: We will be notifying you that we are going to withdraw this grievance.

09-45: Jurisdictional Work Dispute,

MSC: USC held timely on 1/26/10.

MSC: Anything an operations person can do safely and has the tools to do, they should be able to do the work.

USC: On vessels, maintenance has traditionally done the work. Maintenance was scheduled to do this job, but operations did it before they could do it. Our maintenance workers are wondering why we require apprentices to go through books and the operations workers do not have to.

MSC: This seems to be a territorial dispute. If they were trained, would the argument go away? If safety is the issue, we can ensure they get the proper training.

Standing Committee

April 21, 2010

USC: We have a definition of work based on the Standing Committee Minutes. Any changes need to be brought to standing committee.

MSC: We have a management right to delegate work as we see fit, as long as it can be done safely.

USC: This violates the agreement in the 8/25/92 Standing Committee Minutes.

MSC: 09-45 is about removing a door, do the minutes address this?

USC: It defines the jurisdiction of the work. Any changes must go through standing committee. On page 41 of the labor agreement, Section 35 – Item D, it states that “The requirements of paragraphs A through C of this Section 35 notwithstanding, any provisions of this agreement may be changed during its term subject to the approval of all parties to the Agreement.” Standing Committee is the parties of the agreement.

MSC: Safety is a dual responsibility.

USC: What training do these employees have that is documented?

MSC: If we used hinges as the dividing line, we will make more people angry. When it comes to taking a cover or a hatch door off, what would be the guidance on who can perform the work, or is it either?

USC: This started because maintenance was scheduled and it was done before they got there.

MSC: The minutes you referenced refer to the work team concept.

USC: Team Concepts was in the late 80's and 90's.

MSC: If the issue is that operations cannot do the job safely then that job should be taken away.

USC: The doors are significantly heavy.

MSC: When it is a single union mill, there is no doubt that it is 1097 work but a question of who can do the job safely. We would like operators to do as much equipment maintenance as they can and use the journeymen to do the more specialized work. The lower level routine maintenance work could be done by operations.

USC: We disagree, the doors that need rigging would be harder for operations to do.

MSC: Door rigging would be done by a millwright.

USC: We will discuss it further.

MSC: It varies across the mill the technicality of the jobs performed by operations. It is a little bit inconsistent when you look at taking a door or hatch off.

Standing Committee

April 21, 2010

USC: It is unique to that area of the mill the way the vessels are being entered. On the papermachines all the doors have a hinge.

MSC: On lunch, we looked at the actual work that was done and we do not think the door would have been hard to remove for operations.

USC: What would you think about getting a group together to discuss the work jurisdiction?

MSC: I think it would be good to form a group and walk the work being done to understand the information. We will try and invite Ken Enneberg and who ever else would be appropriate this Friday or as soon as possible.

09-46: Local 1097 Scheduling Maintenance during Summer Down, 09-50: Local 1097 - Contracting Out, 09-56: Overtime for Hole Watch

MSC: Request for mediation 4/16/10.

09-47: Local 1097 – Contractor Hole Watches,

USC: Withdrawn without prejudice, precedent and barring future citation.

09-54: Local 1097 – Mechanics Committee

MSC: This is a duplicate of 09-38.

USC: It is not a duplicate, it is two separate issues, and we will meet with you to show you.

09-60: Salaried doing B.U. Work

USC: We've talked to the crews over there and it sounds that the issue is resolved. Based on that information, we withdraw the grievance.

09-62: Local 1097 Mechanics Committee - Jurisdictional Dispute,

MSC: Held timely on 1/26/10.

09-64: USW Local 1097 – Lay off Pool

MSC: Company waiting for names of affected employees.

USC: We are almost through all the labor pool schedules. Once we complete reviewing, Ken Enneberg and Curt Ollila would like to sit down with Kay Crist to ensure paid correctly. We will have to go through each of issues.

MSC: That is fine; Kay Crist and Ron Kramer will work with you.

09-69: Written Reprimand

MSC: Sent back to first step, Company to answer through Mike Bouse

USC: Hold Timely until Mike Bouse can respond.

09:79: Overtime

MSC: USC Held timely 3/15/10.

Standing Committee
April 21, 2010

USC: We will send you a letter to move it on to third step.

09-80: Seniority and Transfer Language, 09-81: Mechanics Committee – Contracting out – T.O., 09-82: Mechanics Committee – Contracting out – TO, 09-83: MC – Contracting out – Notification after the fact, 09-84: Mechanics Committee – contracting out TO, 09-85: Mechanics Committee – Contracting out TO

MSC: Company to issue fourth step answer.

09-87: USW Local 1097 – Reversing Grievance Settlements

MSC: USC held timely on 3/15/10.

USC: It was held timely to make sure front line supervisors were able to solve issues at their level.

MSC: Have you gotten a feel for how it is working?

USC: We do not know of any issues.

MSC: We will review again in May, hold timely until then.

09-88: Written Reprimand

MSC: USC Held Timely on 3/15/10

USC: We will send you a third step notice.

09-89: USW Local 1097 – Attendance Policy

MSC: Subcommittee work on Wauna Mill Attendance Policy on 3/5/10. No work has been done to date.

USC: Set up a meeting with Curt Ollila and Paul Burgher to meet with Ron Kramer and Kim Groulx.

09-90: 3/4/5/9 Utility Employees – Wage Rate Retention

MSC: USC held timely 3/15/10.

USC: Curt Ollila and Brandon Kent were supposed to meet with you to discuss.

MSC: The discussion was that this was not a permanent shutdown situation.

USC: There was always a machine down.

MSC: If it were a curtailment, we still would not grant wage rate retention. We had an indefinite curtailment on 4. The plan is to disassemble 4 and juggle 3/5/9. At what point do we say that it is shut down. A lot of employees have bid out of 3/5/9.

USC: So everyone eligible for wage rate retention is back in the department?

Standing Committee
April 21, 2010

MSC: We think they didn't come back. They are new from labor pool.

USC: That is the question, when is it permanently shut down?

MSC: It would be permanent if we close down the 3/5/9 complex.

USC: If they don't get bumped out.

MSC: That is the conversation we had with Kay to make sure no one would be permanently displaced and the answer is no.

USC: If that is the case, than this would be resolved.

MSC: Are employees coming and asking about wage rate retention?

USC: Yes, they are coming to the union hall.

MSC: It would help if we had a list of names so we could investigate to make sure there is not an issue. To our knowledge, anyone temporarily moved out have had the chance to come back or they have bid out.

10-05: Verbal for Attendance.

MSC: Referred to third step 3/31/10.

USC: This is the issue when the employee's daughter-in-law had an emergency procedure. He had asked for the time off in advance.

MSC: The employee asked for a DATV after the fact, which we do not grant.

USC: The employee asked for a short notice vacation day which was denied and then was disciplined for his absenteeism.

MSC: He asked for a DATV after the fact.

USC: We do not understand this; it was a legitimate issue for the employee.

MSC: We suggest that we get the grievant together with the shop steward, and supervisors to discuss the issue.

USC: We will set that up, hold timely.

10-06: USW Local 1097 – Contracting out to Brawn Insulation, 10-07: USW Local 1097 – Contracting out to Hamer Electric

MSC: Company to issue fourth step answer.

10-08: No call No Show

MSC: Subcommittee work on Wauna Mill Attendance Policy. Held timely on 3/15/10.

Standing Committee
April 21, 2010

10-10:USW Local 1097 – Contracting out o Campbell Crane T.O., 10-11:USW Local 1097 – Contracting out, 10-13:USW Local 1097 – Contracting out to Streimer Sheet Metal

MSC: Company to issue fourth step answer.

10-14: Hours of Work

MSC: Referred to third step 3/31/10.

USC: We would like Mike Bouse present when we discuss.

10-15: USW Local 1097 – Violation of Maint Headcount agreement

MSC: Company to issue fourth step answer.

10-16: USW Local 1097 – Contracting out to Thyssen Krupp

MSC: Referred to third step 3/31/10.

10-17: Written Reprimand for Attendance

MSC: MSC held timely on 3/15/10.

USC: Being tardy is not a no call no show.

MSC: You are saying if someone shows up 11 hours late into a twelve hour shift, it would be considered a tardy. What if we had already had to call in a replacement?

USC: Yes, making it in is better than missing the entire shift. Your own policy says that you would look at the situation.

MSC: We will ask the supervisor to join us to discuss it further.

MSC: The supervisor has joined us. This particular incident was on 11/26/09, the employee did not show up for their scheduled shift. There was a call made to the employee to check on him. The employee called back and said he was sick. The employee was issued a no call no show. Then the supervisor issued the written reprimand and met with the employee to discuss it.

USC: The attendance policy talks about no call show and says that the supervisor will consider the reason for the no call no show, their work record and other instances of disciplinary action. Two months ago another employee did not call in and was not issued a no call no show. Did the supervisor have any latitude?

MSC: It was ruled a no call no show because they did not call in before the start of their shift. We made several attempts to contact the employee. At that time it was discussed with the employee they seemed very positive and understood what needed to be done. The discussion the employee had with the supervisor seemed to be positive. Does the employee feel the same way?

USC: The employee felt as if the supervisor's hands were tied. It talks about no call no show in the contract and it talks about anticipated absences. If an employee takes medicine we do not think the absence would be considered anticipated. We feel that the no call no show is being pushed to the extreme. The employee called in at 7:43 AM. The employee's absenteeism had

Standing Committee
April 21, 2010

been at 0 for years with no prior history of attendance issues. Another employee didn't call in prior to the start of shift in March and no reprimand was issued.

MSC: We are much more flexible than the contract language allows given it requires notification four hours before shift start. The No Call No Show rule is simple. Just call the clockroom prior to the start of your shift and you will not receive a No Call No Show.

USC: The Union does not see this as a "no call no show". The employee called in as soon as possible.

10-18: Scheduling in Kraft Mill, 10-19: Holiday Week Work Schedule

MSC: USC held timely on 3/15/10.

10-20: PM7 TAD Fabric Call Ins

MSC: Third step answered issued on 3/8/10.

USC: We will move this grievance on. Everyone in the department needs to decline before other areas are called in.

MSC: Even though there are ground rules for filling a vacancy?

USC: The ground rules do not cover this situation.

MSC: We have questions about the amount of time changing the TAD fabric takes. We cannot see anything contractually that we would consider bringing in someone early or staying over to do the TAD fabric change.

USC: The TAD was changed on #7 and the graveyard shift was held over to do the change.

MSC: Yes, sometimes that has to be done. We've never called the night shift in to do the change. It would put our employees at risk considering the distance they have to drive.

USC: Most of the time there are controlled downs. The point we are trying to make is that most of the time when you need the bodies during a TAD fabric change, the extra bodies are needed just to get the fabric on, not to prepare the machine.

MSC: It is management's right not to call them in to do that work.

USC: We have to look at whose work this is. That overtime belongs to that department. They should have the right to refuse it.

MSC: It is departmental work. We do not have a practice of calling in between shift and then sending home to bring back in again for night shift.

USC: We will discuss at lunch.

Standing Committee
April 21, 2010

10-21: Scheduling

MSC: USC held timely until 10-12 resolved.

10-22: Reprimand

MSC: USC held timely on 3/15/10.

USC: We would like to see a record of the disciplinary actions taken.

MSC: Prior to bringing to this level disciplinary grievances must be discussed between the supervisor and the employee.

10-23:– Drug Screen

MSC: Referred to third step on 3/31/10.

10-24:USW Local 1097 – Laid off Operations Department Employees

MSC: Company to issue fourth step answer.

10-25: #5PM – Filling Vacancies

MSC: Request for fourth step on 4/16/10.

10-26: Bill of Material Work

MSC: Referred to third step 3/31/10.

10-27Contracting Out

MSC: Request to third step 3/31/10.

10-28 Verbal Notification

MSC: Request for second step 3/31/10.

USC: The employee got a verbal for being late. Per the attendance policy situations over which the employee has no control – the employee had their car break down.

MSC: It is a verbal warning. We have a liberal attendance policy when looking at other NACP mills. We have a no fault attendance policy.

USC: The employee called the clockroom before he started his shift.

MSC: He did not get a no call no show.

USC: We are asking to get rid of the verbal. In instances like this you need to be reasonable with your policy.

MSC: We do not see this as being onerous discipline. This interaction lets the employee see the policy and understand the expectations of getting to work timely so they do not head down a bad path.

Standing Committee
April 21, 2010

USC: We understand what you are saying. Employees who have been here for 25 years without having problems coming in, feel it is perceived better to call in sick rather than getting the verbal.

MSC: Verbal verifications were added to the disciplinary process as a first step above coaching. They don't even require a shop steward but the Company offers one and believes it is a good idea. The purpose is to have a discussion and a review of the attendance policy and to prevent future problems by ensuring the employee understands the policy. It was added by the Company and Union several years ago to prevent surprises, for example someone getting in a lot of trouble and not having had an opportunity to review the policy.

10-29: Local 1097 – Misinterpretation of FMLA/OFLA

MSC: Request for second step 4/9/10.

USC: We are not sure if this is the same situation we discussed as a Standing Committee on 3/15/10 (FMLA/OLFLA). We have members who have spouses that work at other businesses, and their company's interpretation of FMLA is not as restrictive as ours is. We have someone getting trained to help members. There was also the message on EPSS.

MSC: That message is what the Company was referring to when we discussed the issue at the last meeting. Not everyone read the full message on EPSS, they needed to scroll up to see the full message.

USC: In the future when you get a request like this, bring it to Standing Committee so we know what is going on.

MSC: The message was well intentioned, but the way it displayed may have created the wrong impression. We do not think this should be a grievance, but rather more of an agenda item.

10-30: Local 1097 Jurisdictional work dispute

MSC: Request for third step 4/9/10.

Agenda Items:

PM 6/7 Reliefs:

MSC: We've been looking at PM 6/7 reliefs, how they could be used, what to do when they are not used, and have had accounting look at various proposals for us. The model we are using to keep the staffing levels competitive is turning out to be higher cost than what we want. We also have higher vacancies on the machine. Using the labor pool it costs higher because the work force is more mobile once we have them trained they move on to other jobs. We are looking at forming a combined pool for 6/7 reliefs, they would be trained on both sides. We would have to work out how a vacancy would be filled from the pool because we do not want people freezing in the pool. They would be a blue slipped relief to PM 6/7. They would bid in and we would start training them for both sides and would be used for vacation relief and training.

USC: And then they would have to decide which ladder they would go into?

Standing Committee
April 21, 2010

MSC: Yes. If they didn't want to go into either they would go back to labor pool. They would be scheduled for vacation Monday through Sunday.

USC: The concept of a relief pool will be discussed when the Company comes back with a written proposal.

MSC: We will write something up for you to take a look at.

Overtime:

USC: We have been getting a lot of complaints about overtime from different areas. It seems that all of our assets are running again but we are filling them with fewer people. We have a lot of work that is being filled on overtime. You are going to start burdening people.

MSC: We are up year over year and have pockets across the mill where overtime is a problem. We are currently training in high overtime areas. You should encourage employees who desire to do so and can to give away the overtime they do not want to work.

USC: We remember a case where an employee was giving away the overtime was showing that they didn't want to work here.

MSC: We are assessing the overtime and are trying to figure out how to alleviate the overtime and spread it out. Employees have the tools to give the overtime away.

USC: What also compounds it is we have people on special assignments. And we are approaching summer vacations.

MSC: We are trying to make sure that the special assignments are done by the end of May. We are trying not to plan anything outside of work during the summer.

USC: Are we running anything during the down?

MSC: We are running 5/6/7 paper machines.

Crane Operator:

MSC: The employee joined the A2 package in March 08, did not do any books through March 09. Several people talked with him. We restarted his program, and for the next six months he completed the first set of books. Then was given the next set of books and made no progress. We met with him and a shop steward, and gave him until April 30th of this year to complete the books or he will be out of the A2 Package. What do we do with him? The contract reads that he would go back to his old crew if there is an opening, or go to the labor pool and retain his mill seniority.

USC: He is a journeyman crane operator but as part of the agreement to bring him into the A2 package he needed a second skill? What about the other maintenance workers who only have one skill?

MSC: He needs to have both skills.

Standing Committee
April 21, 2010

USC: He just is not doing the book work?

MSC: He has had two years and has managed to complete six months of book work.

USC: One of the reasons for not progressing was math skills.

MSC: He was told that he would be tutored in Math and if that was holding him up he could work on the logic books.

USC: We are wondering if we could have someone that has gone through the program tutor him.

MSC: We have made these types of offers repeatedly. Mechanics Committee members have spoken to him.

USC: We are holding a little higher standard for him when there are other millwrights who have one skill and are not being asked to do the books for a second skill.

DATV/Special Assignment:

USC: The overtime issue we discussed earlier is causing employees not to get their DATV granted. This shouldn't be the case and it also ties in with the special assignment topic we've also asked to discuss. We would like to request that we start getting the weekly report of employees on special assignment again.

MSC: You are requesting that if you want to move someone out of the union the request come before this committee?

USC: This is has been discussed several times in Standing Committee.

MSC: And you were getting a report on the special assignments?

USC: Yes, previously we were getting it from HR.

Lubrication Qualification Program:

MSC: Keith Gale has joined us for discussion about the Lubrication Qualification Program. There are three steps to the program, 1) Knowledge 2) Field work and verification and 3) Qualification. The training was developed by Keith Gale, Ebenezer Tay, and Dave Whitman. All Primary Lubrication Workers will eventually become qualified in lubrication. We estimate that the program will take 6-8 months to complete it. Trainees will be given 1 year to complete the training. If someone cannot qualify, steps will be taken to remove them from the A2 package. We do not anticipate that anyone will not qualify.

USC: Will you be asking for volunteers to the program, or just assigning?

MSC: We always want people to volunteer first. Not everyone wants to do this type of work. If someone fails the program, there has to be a consequence. We want millwrights who also do lubrication. This is skill building and qualification process for the job. The goal is getting them signed off and qualified, the intent is to provide good training.

Standing Committee
April 21, 2010

Changes in Policies:

USC: There was a policy about absentee changes that came out about missing punches and turnstiles. In instances when the employee has a temporary badge, and the turnstile is not working it will be counted as a no call no show.

MSC: If there are no clock punches usually there are turnstile times from the temporary badge to back up when an employee enters the mill. We will look into this.

Termination

MSC: An employee is medically unable to return to work and has exhausted their leave, we will be processing a separation notice. We are notifying you per provisions in the Labor Agreement.

May Standing Committee Date:

MSC: We will not be able to meet the third Wednesday in May due to the outage. We should look at the agenda to see if it could wait until June or when we should reschedule.

USC: We would not like to push it off to June.

Voluntary Meetings:

USC: If an employee is on a committee on a voluntary basis and there is a meeting on their day off we do not think they should be considered absent on their day off if they do not attend the meeting.

MSC: Was there something that happened?

USC: A PEO meeting.

MSC: Was it voluntary or required training?

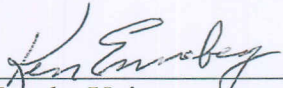
USC: PEO is voluntary.

MSC: But to participate some training is required. The PEO may differ because you have to meet training requirements to stay current.

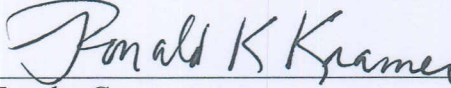
USC: Employees are concerned that if they volunteer for a committee that they will always have to come in for it on their days off. The meetings are on the employee's final schedule.

MSC: We do not want to create a disincentive to keep employees from participating in safety. If the issue came up it would be resolved very quickly. We will talk with Kay Crist about how to handle voluntary meetings that are on the schedule so it is not considered absenteeism.

Meeting Adjourned.



For the Union



For the Company