

Standing Committee
May 27, 2009

USC: Vince Leonard, Brandon Kent, Ken Enneberg, Paul, Burgher

MSC: Shawn Wood, Tom Day, Chad Davis, Frank Walsh, Ron Kramer

Grievances:

08-26: Vacation Allotment

The Union considers this grievance resolved.

08-43: Phone Contractor Work

Request for Arbitration sent out by the Union on May 27, 2009.

08-65: Pension Pay

Request for Arbitration sent out by the Union on May 20, 2009.

08-82: Vacation Allotment

The Union considers this grievance resolved.

08-86: Filling Vacancies

MSC: The Company issued a response to the grievance at the third step on March 26, 2009. The Union has not responded.

USC: We ask that you hold the matter timely for some additional investigation on our part.

08-87: Mechanics Committee – Equipment Removal

USC: The Union accepts the Fourth Step settlement offer by the Company.

08-88: Local 1097 – Contracting Out

USC: The Union accepts the Fourth Step settlement offer by the Company.

08-90, 08-91, 08-104, 08-106, 09-06, 09-10, 09-16: Call Time - Shift Changes

Mediation scheduled for 7/23/09.

08-96: USW Local 1097 – Benefits during disciplinary layoff

USC: Move to arbitration.

08-97: USW Local 1097 – Disability retirement health benefit premium

USC: Waiting for fourth step answer from the Company.

MSC: We will see that an answer is issued.

08-108: Scheduling employees 16 hours

USC: Going to arbitration.

08-111: Employee Progression ladder seniority

USC: Withdrawn by the Union after recent mediation agreement.

09-07: Local 1097 – Contracting out

MSC: Third step settlement offer issued 5/4/09.

USC: Accepted by USC.

09-12: Scheduling Issue

MSC: Third step answered 5/4/09.

USC: Request a copy of departmental call in guidelines be generated and submitted to JSC.

MSC: Company will consider your request and respond.

09-17: #7 PM Crew – Failure to provide work

MSC: Company will provide failure to provide pay for additional grievants who were notified too late to avoid leaving home for work.

USC: We accept.

09-18: Job posting

Resolved from third step answer of 5/4/09

09-19: Call in procedure

Resolved from third step answer on 5/4/09.

09-21: Drug test

MSC: Company referred to the first step answer. The grievant was tested because he was operating the vehicle that struck another vehicle.

USC: This seems to be outside the scope of company policy whereas there was no property damage. If the company was going to test, why didn't all three employees get tested – the spotter, the fork lift operator and the JLG operator.

Union caucus.

USC: Requesting a copy of the drug testing policy be sent to the Union Hall. At this time intending to move this on to third step.

JSC: Parties to discuss some more during lunch break.

MSC: Reviewed the corporate drug policy language, we heard what the USC had to say regarding the matter and will consider their comments about the application about the policy in the future.

USC: We will have further discussion after we talk to the grievant. We will move to third step.

09-22: Off shift end loader operation

JSC: Went through first step grievance.

MSC: Company maintains that the operator was trained, qualified to use the end loader on the day in question. Company further maintains that the use of equipment such as the end loader is not just limited to the MSG.

USC: Union wondering if it is cost effective to train everyone versus an occasional call in for MSG.

USC: As long employees are properly trained and no overtime, we don't have any grounds to pursue it any further. Don't want employees to get on machinery that someone else has operated and something happening to it and be held responsible however. Grievance withdrawn.

09-23: Rate of Pay

MSC: Union is requesting utility rate of pay for labor pool person who helped change bags. Giving these employees that rate of pay would normally indicate that they are qualified to be utilities and that's not the case just because they did one labor intensive task in the department.

USC: Was the employee trained to work in the area safely?

Union caucus.

USC: We believe this is a different circumstance. The labor rate is for meaningless work and unsupervised work. A labor job is something you can do with 5 minutes of instruction. The employee was doing one of the aspects of the utility job. Union moving onto third step.

09-24: Filling vacancy on shift

JSC: Grievance withdrawn at Standing Committee meeting on 4/15/09.

09-25: Supervisor Working

JSC: Grievance withdrawn at Standing Committee meeting on 4/15/09.

09-26: Call In Error

MSC: We believe that the grievance had merit and that we have made arrangements to pay. We will verify this with the union.

09-27: Call In Error

MSC: Will look at this during lunch break and respond afterwards.

MSC: Grievant should have been listed as the third B Pooler. We owe the employee. We will have coaching session with the machine tender.

USC caucus.

MSC: We agree to pay the grievance.

09-29: Call In - Electricians

MSC: Awarded at first step by company.

09-30: Discipline

USC: Hold timely for more research.

09-31: Recognition clause

USC: Departments would audit Lock Out Tag Out (LOTO) procedures and Safe Work Permits (SWP) and file them in the departments. We've been instructed to put them in a box and bring them to the clockroom. The job was taken away.

MSC: Safety is not exclusively 1097 work.

MSC caucus

MSC: We are not taking away the job we are just centrally filing the forms. Clockroom is pointing out things that a third party audit would find.

USC: When the clockroom started doing it the audit went out the window. Table this until Curt comes back next month. USC asking to hold this timely.

09-32: Bid Job Probationary pay rate

USC: Need more information from Ground Wood and Paper Machines 3 and 4 closures. Hold timely.

MSC: Agreed, we will grant your request, but we then reserve the right to add additional information which you may or may not be aware of as well.

Agenda Items:

Filling bid jobs

USC: Jobs should have been bid and not eliminated. Didn't add jobs, just changed titles of people that were already there.

MSC: The resolution was based on the request. Maybe it didn't work out the way USC thought it should, but we filled the positions. Now there are no relief positions.

USC: MSC told us they were going to put four people in there and train two people up and it didn't happen. MSC offered one thing and it didn't happen. Turning a relief into a blue step position is not bringing people into the department.

MSC: We didn't agree to add any positions to the head count. We were going to blue slip one person on each crew. There are four reliefs.

USC: We have no reliefs now, they have been eliminated. We still end up with 3 Labor Poolers on one crew, six on another; it's not consistent. We need trained relief in the department, if they are not needed send them back to labor pool.

MSC: We solved the contractual issue and the company needs to deal with the efficiency issue.

Propose reschedule June Standing Committee

MSC: Propose to move the June standing committee meeting to 6/24/09 due to the outage.

USC: Agreed.

Timeliness of progressive discipline

USC: Shouldn't wait 2 ½ months to discipline an employee.

MSC: We agree that whenever possible, supervisors and managers should tie the discipline as close to the infraction as possible.

Downtime

The Company shared upcoming downtime schedules with the Union.

Hearing conservation policy review

Policy updates to comply with 3rd party audit recommendations. Approved by WSC last meeting. A presentation will be sent to supervisors in power point for sharing with the employees.

LOTO Policy review

Updated policy was reviewed with JSC. The policy can be found on the Wauna Mill website under Safety/WSC/ISO/Shared Documents. Randy Hansen showed the committee all of the changes by projecting the document and pointing out the noted changes. This policy has gone through multiple layers of review including the LOTO Committee, Safety Committee and now the Standing Committee. Was updated to make sure we are totally compliant with the standard.

On 5.2.2.4 clarification is needed as to intent. A sentence should be added reading, "Except for floor mounted disconnects in converting".

The crews will be trained on this. During the training meetings there will be questions and answers, a power point presentation and a test.

Confined Space Policy /Review

Updated policy was reviewed with JSC. There was a change to section 5.3.5 concerning duration which has been approved by the WSC. Language was removed that was creating confusion. It should now read maximum of employee shift or 12 hours whichever is greater.

Day Off To Day Off Vacations

USC: An employee understood that during an outage she couldn't have a day off to day off vacation.

MSC: We would need to know who the employee is so we can discuss the details of this with Kay Crist.

OT for EE's who traded shifts

USC – Following a crew trade wrong EE called in 4 hours early.

MSC – Company reminded the Union that shift trades are not contractual and exist purely for the convenience of the employees. The Company feels no obligation to pay penalty pay and cautions the Union about pursuing the issue to a grievance. The practice could be discontinued as a result.

Labor Pool Assignments

USC: We have some concerns about how employees are scheduled out of the Labor Pool. Are they given proper consideration for their relative seniority?

MSC: We try to look at and consider relative seniority when we schedule out of the pool all things being equal. It is mostly driven by training of the individual employees. For further consideration and discussion we would need the name of a negatively affected employee. There is no obligation to schedule an employee by seniority in the labor pool. Employees always have the opportunity to exercise their seniority and bid into a permanent progression ladder. We have historically not scheduled by strict seniority out of the labor pool and this would have a significant impact on the business.

Shift Mechanics Volunteering for Overtime during the Outage

MSC: In response to your request about the possibility of overtime for volunteers in the Mechanics classification during the outage, it appears that we will have things covered under regular straight time hours.

USC: We want our A2 Mechanics used for any overtime during the down as long as we have temporary overload.

CDL Requirement

USC: What can you tell us about the potential that our MSG employees who drive heavy equipment will have to have a Certified Drivers License (CDL)?

MSC: It is our understanding that given we have areas in the Mill that are accessible by the public when MSG Equipment Operators are driving that it appears that our drivers will need to have a CDL.

USC: What would happen to an employee who could not pass the physical exam requirement for a CDL?

MSC: We would have to discuss what to do about that individual as a Standing Committee on a case by case basis.

Displaced Employee

There was an employee working in Utilities for six months and then determined not qualified because he loses concentration when things get hectic on the job. The matter should have come before the full Standing Committee for discussion and a placement decision but the Company inadvertently missed getting it on the agenda. The employee was placed in the Labor Pool. The Company agreed that was improper and is willing to return the employee to the position they left to take the Utility position. The Union will speak to the employee about returning to that position.

PM 6 & 7 Ground Rules


Updated ground rules for calling in and assigning extra work were shared with respect to the number 6 & 7 paper machines.

Bill Krytson – Mechanics Committee

USC: Bill Krytson has been appointed to the Mechanics Committee.

Employee Freeze

There has been a request by an employee to freeze in his current position. He has brought in related medical documentation dated 4/28/09. The Company will look at the request and respond.


For the Union


For the Company