

Standing Committee
June 11, 2014

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

MSC: Emily Riggott, Heath Gibson, Ian Dieter

Guests: Steve Francoeur

Issues:

- **Yard crew/Cat Skinners**-eliminating jobs-discussion surrounding correct manner of making adjustment and USC wants to ensure that affected employees are rate retained, would like to deal with this issue without having to resort to grievance process. Specific employees were detailed. Also there was discussion around 5 unfilled bids in the ladder
- **Shipping**- USC asked for clarification on changes to the shipping ladder. MSC states that changes will take place in 2 phases but will be treated as one event-this method will cause the least amount of impact to rest of ladder

13-16 May 2013 failure to provide

USC: Confusion over who gets paid what and why

MSC: Explained methodology that was used

Discussion over specific employees with special circumstances will review further and discuss again later

MSC: Asked to sit down and reconcile list

14-15-Code of Conduct Discipline

USC: Asks that discipline be reduced to LOD chief shop steward had been asked to interview prior to discipline but process was preempted

MSC: Explained details and process used to determine level discipline

USC: Asked to have discussion with involved employees in lieu of higher discipline

Steve Francoeur:

Health and Safety: Jim Hannan feels that while last six years have been trending good, but last 8 months have been “horrible” Steve says Wauna has also been doing better but we have hit a plateau. Outage went well but mill is still recovering and not yet 100% on all systems. Mill came in slightly under budget, no outage recordables

3rd Step Grievances:

USC: Hold all 3rd Steps timely 14-03, 14-08, 14-09, 14-11, 14-13, & 14-14

Discussion around 13-16

Grievances

14-16:

USC: Have investigated and salaried employees do not do this work, only hourly.
Remedy-Asks to discontinue salaried personnel doing this


14-17:

USC: Make whole for lost time (4 hours OT) ladder EE should have covered this

14-18 Code of conduct discipline, inappropriate e-mail:

USC: Detailed circumstances and questioned judgment of initiating circumstances.
Discussion around holding some employees to a higher standard. Discussion around letter of Discussion vs coaching. USC feels they are different. MSC feels Letters of Discussion/Verbal and coaching are different terms for the same thing

Meeting Adjourned.



For the Union



For the Company