

Standing Committee
June 12, 2013

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

MSC: Ian Dieter,

Bill Kerr brought forward a printers error in the new labor agreement. Employees may elect lay off in lieu of reassignment omitted. Exhibit A1, C, 6.

GRIEVANCES

3rd Steps

13-07 Rate of Pay

USC: Exhibit A-4 Rounding of pay up and down asks book rate be followed exactly
Agenda

13-08 A2-Q Contracting Out

USC: Asks that Company follow agreed upon process, work could have been done in house. Remedy-Pay A-2 mechanics agreed upon contract

13-09

USC: EE received multiple cases of product in general it was a mix up. EE has clean record. Remedy-reduce the discipline to letter of discussion and receive back pay

13-10 Employee Shift Trade

Employee was not put on call list

USC: Asks employee be made whole for lost wages

MSC: Under 1&2PM ground rules employee would not have been eligible

USC: Last day worked was day not night so employee was eligible

MSC: ground rules don't exempt for that

USC: This has been past practice

MSC: Ground rules language is unambiguous

JSC: Ground rules copy attached may be outdated will review

13-11 Reprimand for not following SOP

USC: There is no SOP, asks that reprimand be reduced to LOD. During initial discussion this was presented by management as a coaching session, later presented as a reprimand, asks that union representation be present when stated intentions change

13-12:

Job duties were changed prior to posting, asks that USC be notified when qualifications for established job changes. Respectfully withdrawn

13-23: 24 C1, C2B

USC: Employee out for months, senior moves should have been made through ladder not just one person, asks that all affected personnel be made whole

MSC: Not companies job to determine who was harmed, will not accept full responsibility for determination

USC: Will file appropriate information requests

Mill manager discussed expected curtailments this summer also discussed modified safety 24-7 training

Wood Processing: EE extension

MSC: Asks for probation extension (30 days) on Dean Issacson. Not struggling but will have extended vacation, need more time to evaluate

USC: Will discuss with employee and amongst ourselves

MSC: Please notify supervisor

Spot Bonus gave out

17 Spot bonuses given during last 2 months

#13-18 5-10- Fail to provides:

USC: Has a determination been made

MSC: Awaiting a list of effected EE's, many different scenarios

USC: Will provide breakdown

Tug Boat contractor agreement ends at the end of June (John Wietzel)

Travel Policy

USC: We lack an agreement, will this be done by state law. Section 29, asks to negotiate

MSC: Company doesn't need standing company approval to implement policies

USC: Yes they do, needs to be a mutual agreement

USC: Are you open to discussing shift reliefs?

MSC: No, (quotes section 2), not purview of standing committee to renegotiate existing contract

USC: Previous agreement went away was not brought forward, need to mutually agree to pay and mileage

GRIEVANCES:

2nd Step:

13-14 Call in:

USC: Review of information shows that this has been common practice. Make whole for affected time

JSC: Discussion for clarification

13-15:

Hold timely

13-17 Change of Schedule less than 36 hours:

USC: Asks for call time payment of employee

MSC: Says change was proposed by affected employee and therefore no call time should be payable

JSC: Discussion surrounding "Zone ownership"

13-18:

Hold timely

13-19 Vacation Coverage:

On affected day OT should have been covered at top of ladder, not middle

13-20:

Hold in Abeyance

13-21 Schedule change:

Sent home after 5 hours and directed to return, one EE was then called and told to not return. EE's should be made hole up to 6 hours and EE who reported should receive call time for schedule change. Sending in-house maintenance home while contractors continue to work causes aggravation

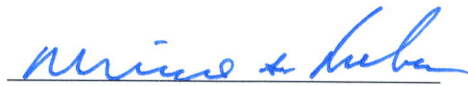
JSC: Discussion surrounding differences in defining reporting for and commencing work

MSC: Does not agree with USC interpretation

August meeting

August meeting to be held on Thursday August 22, 2013

Meeting Adjourned.



For the Union



For the Company