

Standing Committee
June 14, 2012

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

MSC: Ian Dieter, Dave Hathaway, Heath Gibson,

Guest: Steve Francoeur

Steve Francoeur spoke on impressions of current management team. Compared Wauna vs. Halsey. Has discussed his expectations with his management team. Spoke about how he feels MBM Principles are common sense. No tolerance for lie, cheat and steal. Personal accountability carries great weight. Compliance is important but is a large issue with 75 corporate standards and expects that employees will keep up the standards that apply to them specifically. Audits need to be completed on time. Creating value starts with health and safety, not all his managers believe that, he will change that. Doesn't feel that "Command and Control" approach by management is the answer to a lot of problems on the floor and discourages principled entrepreneurship. Humility is important, its lack discourages suggestions and improvements, employees should have expectation that they can come to work and not be disrespected.

Grievances:

11-13:

USC: Was the grievant told she would receive the higher rate of pay?

MSC: No, the grievant was told she would be paid the labor pool rate and could grieve it if she disagreed.

USC: Grievance withdrawn

12-47 Scheduling

USC: Scheduled personnel should be department personnel.

MSC: Personnel were qualified.

12-43

USC: Contractors working job which could have been worked by plant personnel and lacked prior notification-employee affected to be made whole/ensure proper prior notification

MSC: No response at this time.

12-60

USC: Hold timely

12-30

USC: Withdrawn

12-42

USC: Withdrawn

12-46

USC: Utility not scheduled to work OT that his seniority and qualification should have allowed. Went over Job description section D-5F violated. Make whole 8 hours and call time, Jobs must be filled by seniority

MSC: No response at this time.

12-54:

USC: Withdrawn, would like list of equipment of vendor equipment to facilitate knowledge of what is our work and what is not, may require formal information request

MSC: The Company understands the Union's request but cannot commit to being able to provide such a list due to confidentiality and intellectual property concerns.

12-56

USC: Withdrawn

12-57

USC: Hold timely

12-58

USC: Hold timely. Pending mediation.

12-59

USC: Withdrawn-Global settlement (call time)

12-61

USC: Withdrawn-Global settlement (call time)

OT

Agenda:

July JSC meeting

MSC: Next JSC Meeting for July needs to be rescheduled

JSC: July 25th is a good date. August will have to be rescheduled also. Emily Riggot will be an HR Rep at Wauna and will be in charge of recruiting for both hourly and salary.

Wauna having trouble getting qualified applicants, all applicants must apply on computer, is very easy to answer wrong and be disqualified screening process is driven by Atlanta

Call Time

USC: Can Kay designate whether call time is payable for OT on the schedule.

MSC: This is not a practice we want to get in to due to the administrative burden associated with such a task and the potential issues/confusion arising out of it.

Attendance Policy

USC: Can we progress with process of resolving this.

MSC: Feel that the No Call/No show policy was the sole issue and has been resolved

USC: Asked if HR was aware of a pending USW/GP Global Policy in the works

MSC: Not aware of any pending agreement. Does not feel that current policy is “broken” but is open to suggestions.

Cameras

USC: Would like a current list of installed cameras, believed some have been added.

MSC: Where is concern coming from?

USC: Hourly workforce.

MSC: Will provide list.

09-42, 09-58, 11-03, 11-12 & 11-54

USC: Verifying payment of grievances.

Call Times

USC: With the 2010 – 2014 mutually agreed upon CBA, under Exhibit D, Section 11, the language changed from “If a floater or vacation...” to “If an out of mill vacancy is scheduled before the schedule is posted the preceding week (by 3:00PM Friday), no call time will be payable for the day shift coverage.”

During the 06/07/2012 meeting with Georgia-Pacific, USW Rep, 1097, and a federal mediator at the Red Lion in Kelso, WA, the mediator’s ruling was that the language is clean and unambiguous and that no call time is payable for the following grievances: 2011-27, 2011-28, 2011-32, 2011-45, 2011-46, 2011-47, 2011-56, 2011-57, 2012-01, 2012-04, 2012-08, 2012-09, 2012-11, 2012-15, 2012-16, 2012-17, 2012-21, 2012-32,

2012-39, 2012-44, & 2012-45. Therefore, we respectfully withdraw them under the global settlement agreement.

However, it is further understood that to the extent employees are scheduled out of the mill to attend Company sponsored events, such as safety conferences, training events, PPRC, external mill benchmarking trips, etc., shall constitute day shift, day off call time eligibility. Additionally, employees covering for Company authorized union leaves of absences shall also be eligible for such call time payment.

Vacations

USC: Holding vacations spots for EE's on S&A. S&A employees should "sell" vacation back to company not actually be listed as on vacation.

USC: Also holds fellow employee down on leveling, they should move up on the list.

MSC: Does not see any violation in this.

USC: Working employee should be allowed to take vacations up to level.

MSC: Concerned returning S&A EE's could be adversely affected.

USC: Would like to maximize summer vacations.

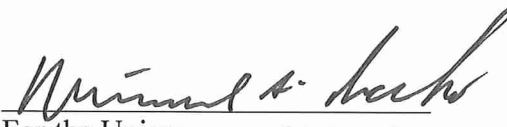
Contractor work notification

USC: Need to understand process better

Mill Tour policy

MSC: Coordinate with business leaders day prior to tour. New rules posted on Wauna intranet.

Meeting Adjourned.


For the Union 08/08/12


For the Company 08/08/12