

USC: Patsy Rudat, Vince Leonard, George Brajcich, Ken Enneberg, Mike Bouse

MSC: Fred Ceruti, Ian Dieter, Chad Davis, Shawn Wood

JSC: Both

Mike Tompkins, Mill Manager, was introduced to the Standing Committee. He shared some of his ideas around safety and improving communication.

Patsy Rudat, the new Standing Committee member, was introduced to the Committee. George Brajcich has been named as the Chairman of the Standing Committee.

Grievances: 08-46, 08-47, 08-48, 08-49, 08-50, 08-55, 08-56, 08-57

Agenda Items:

- Scheduling USC Members
- #1 & #2 PM (Transfers and Rate Retention)
- Quarter Time
- Seniority on #13
- #7PM
- Bulletin Board for #6ABT
- Job Analysis
- Drug Policy
- Pension Cap
- LGV Safety
- MSG
- Unitizing Vacations
- Employee Training & Evaluation
- NALCO Contracting
- Vacation Scheduling
- PQ&D Punch Time
- Pulp Slab
- Out of Bargaining Unit Employees
- Converting Glove Policy
- Barrier Tape Policy (Line Break)
- Converting Training Slots
- Safety Accountability Matrix

08-46.

USC: This was related to the construction trailer and porch that was set up by contractors. It was answered at first step and is being brought back to Standing Committee.

MSC: Our research shows that Kynsi Construction moved it but Mill people were used to do set up.

USC: We had many witnesses that saw them setting the porch up, and saw them working for several hours. Our issue is this was our work, and the quality of the work that was done.

MSC: Why is this perceived as your work?

USC: This was reviewed in Mechanic's Committee and it was agreed that we would do the work on that trailer. We do not have issues with the delivery of the trailer or the demolition of the trailers on #7pm project trailers.

MSC: What is your proposed settlement for this grievance?

USC: Four hours for four employees.

MSC: How many Carpenters does the Local have? How many would have been placed on this job?

USC: One carpenter and anyone he would have used to help. We acknowledge that it took the contractor four people to do it in four hours. We believe that if our carpenter did the work that he could have done the same work in four hours by himself. We are asking for our Carpenter to be paid four hours.

MSC: We did not do any notifications on the trailer because we were doing the work. Due to the demolition of #7PM project trailers, it caused confusion about the work. No one questioned the work being done at the time, and no one contacted anyone to try and stop it. We ask for your help if any of these things are in progress, contact us. We agree to pay the Carpenter four hours pay.

JSC: We consider this grievance resolved.

08-47

USC: The Union withdraws this grievance.

08-48

USC: This is for installing wooden handrails around the pit. This work was not reviewed or part of the scope. Employees requested that this work be done in a safety meeting and the Contractors did the work. It should have been our work. This was a safety issue.

MSC: The work done was a simple temporary safety barrier to protect the pit. This would be part of their normal course of work. It is the same as putting up barrier tape.

USC: We acknowledge that when the contractor built the structure that they needed to put up a safety barrier. However, it took a safety meeting to get them to put up a barrier.

Their mill contact should have not left this unsafe work area. We withdraw this grievance.

08-49, 08-50

MSC: In this situation, the scheduling issue came about due to the Company's decision to grant a Local 1097 employee an emergency vacation. It is bothersome that the Company is being penalized for helping someone out.

USC: The schedule hadn't finalized yet, and the correct people should have been moved up.

MSC: We grant emergency vacations after the preliminary schedule comes out knowing we will pay some amount of overtime. We do this to help employees in a time of need and it is not something we *have* to do.

USC: There was overtime either way, shouldn't it have been paid to the right person?

MSC: This occurred after the preliminary schedule was complete and we granted the vacation to help someone out. Even so, are you saying we should have changed the entire schedule for that crew?

USC: If this request had been done after 3pm on Friday, you would have just filled the schedule. Prior to 3pm, you would fill within the job classification. If you do not have the employees to fill the vacancies then you would pay overtime in the job classification.

MSC: We understand that the OT wasn't scheduled per the labor agreement but we are looking at this situation from a *principled* standpoint. That is, it leaves a bad taste in our mouth when we go out of our way to help a Union employee and then have the Union grieve the manner in which the help was administered. We looked at this as a way to help a person out and still get the schedule out on time. We still paid the overtime.

USC: We understand what the agreement is. Prior to 3pm the schedule can be changed.

MSC: At the last meeting, the Union mentioned there were past Standing Committee Minutes that shows how this situation would be handled.

USC: We know the agreement. If it was before 3pm, the schedule would be changed. Overtime should be paid to the job classification.

MSC: The Company agrees to pay this grievance but is disappointed in the Union and its position.

JSC: Grievance resolved.

08-55

USC: Employee asking for an After the Fact Floater to cover a one day absence. If absentee rate was below 2.5% the absence can be covered by a floater for a bonified reason.

MSC: What was the reason for the absence?

USC: He was sick, and the request was denied.

MSC: We believe the intent of the language requires more than just being sick. "Sick" is not a bona fide reason.

USC: It says one day absence also.

MSC: We are saying that we do not believe this is a bona fide reason. ATFFH have been greatly abused. The intent of this was to help people with good attendance take a day off in a time of need. Conversely, the majority of all floaters taken at this facility are not taken per contract – they are taken after the fact.

USC: You are saying that the vast majority of people who take floaters are liars?

MSC: We are not saying that at all. What we are saying is that most people take their floaters after the fact.

USC: People use after the fact floaters to keep their absentee percentages down.

MSC: Do you have any suggestions on how to control the ATFFH usage?

USC: That is another issue. This is based on the individual. If you see a pattern, you have to ask for a bonified reason.

MSC: This individual's attendance percentage is above the acceptable level of 1.6%. On the day of his absence, it was at 2.17%

USC: He is under the threshold of 2.5%. The real issue here is what is bona fide? If someone calls in with a bona fide reason, the company cannot deny it.

MSC: Why don't we mutually research the definition of bona fide?

JSC: We agree to do the research. Can we also get a list of the After The Fact Floater reasons?

MSC: It might be good to look at the data. You mentioned that absentee percentages have moved down to 1.6%, would you consider moving the ATFFH threshold of 2.5% to 1.6%, too?

USC: No, we negotiated it at 2.5% because the 1.6% was a number set arbitrarily.

JSC: Hold Timely while both parties research the definition of bona fide.

08-56

USC: This grievance is for an employee that was terminated and then changed to a suspension. In this case they were reinstated. The contract says if off for a disciplinary action that the company is responsible for their insurance.

MSC: They are asking for their money back?

USC: Yes, per the contract.

MSC: If these employees paid for Cobra insurance prior to being reinstated and were then billed for past premiums upon returning to work, we believe they can contact Cobra and ask for a reimbursement. They can also try calling the HRSC.

USC: There are two issues. There are the COBRA premiums and the January and February employee premiums.

MSC: We understand what you are asking for. We need to look into this further. We ask to hold timely.

08-57

USC: Breaks on the #1 and #2 paper machine. We have never had scheduled breaks. The law says that employees are entitled to a break.

MSC: The law also states that the nature of the job may prohibit employees from taking breaks and if this be the case, the employee would be paid for their time. Per Oregon Wage and Hour law with regard to break times, circumstances that may prevent employees from taking breaks include but are not limited to (a) Availability of other employees to provide relief; (b) Costs involved in the shutdown/startup of machinery; (c) Intermittent and unpredictable work flow not in the control of the employer or the employees; and (d) Unforeseeable equipment failures, emergencies, and acts of nature.

USC: What about if the work force is being cut so there is no one available to cover the breaks? We are asking for them to be able to take breaks. There are some days when they are not able to.

MSC: Is this an every day thing, or is it occasionally?

USC: It is not an every day thing. The fifth hand position was eliminated, creating more work for the other positions.

MSC: Has a job analysis been done on these bottom jobs? We do not know what the job is to see if it goes on 24/7 or if it is done occasionally.

USC: We believe that they are not even able to use the restroom.

MSC: We will look at this to fully understand the situation and are willing to seek a resolution. This is a fair and reasonable request.

JSC: Hold timely.

Issues:

Scheduling Standing Committee Members to attend Meetings:

USC: Paul Burgher was not scheduled to attend this meeting.

MSC: It was a coverage issue.

USC: Our history is that we get off work to attend standing committee. Training should not be a reason to use for an absence.

MSC: There were also other people off. Overall the issue with the robot room is that we only have trained people there not use labor pool. We will not be bidding the position as #4 and #5 will experience severe curtailment beginning in September.

USC: Paul needs to be scheduled for the meeting.

MSC: If we need to we can bump the date to make sure we have the entire standing committee here.

USC: Bouncing around days creates absences with vacation scheduling.

MSC: We understand that the entire Standing Committee needs to be present at our meetings. We apologize for this instance

Transfers and Rate Retention

USC: this is when people bid out with the understanding that they would maintain their rate when they did, and that they would have the right to come back. Those people who bid out maintain their wage rate retention but will not have grandfathered rights to come back.

MSC: They bid out and they are still able to keep their rate?

USC: They eliminated the head adjusters, some of those people were allowed to bid out take their wages and work somewhere else.

MSC: What was communicated may have been an error. As a company we would never agree to allow them to take their rate, and have the rights to come back.

USC: It had been communicated to the crews.

MSC: We approached one individual and gave him the option of taking his bid and receiving the current rate of the job or returning back to the paper machine with his blue slip rate.

USC: You should go back to the agreement in January and honor it.

MSC: We looked at this and could not find anywhere where it states that the company agreed to it.

Quarter Time /Converting

MSC: This issue resulted from miscommunication and has since been resolved.

USC: The employees do not feel that way.

Seniority on #13

MSC: We agreed to include in the seniority, but also said there would be a time that we would treat it separately. We are being very cautious to make sure no one loses money, so some workers are being used on 7/8. Only two operators will be trained each crew. We will begin training at the first of July.

USC: A junior person was getting move-ups.

MSC: No one is getting move-ups. They are looking at #13 and seeing it as the better machine.

USC: There are junior people being moved up to rewinder.

MSC: No, that is not happening.

USC: When you move up you will move up by seniority by vacations or by shift.

MSC: We are trying to move up based on shift.

USC: When it comes time to move up to the senior position it will be done by the ladder.

#7 Paper Machine

USC: We think this issue has been resolved.

Curtailments during the Outage

USC: Some mechanics were sent home early and had contractors working on Temporary Overload and worked 12 hours. None of the mechanics should have been sent home early.

MSC: When did this occur?

USC: Monday and Tuesday. People who stayed instead of getting farmed out were sent home.

MSC: We will look into this.

Bulletin Board for #6ABT

USC: We are requesting a bulletin board for #6ABT.

MSC: They have one.

USC: The stewards know that they can use it for union stuff? Then it is resolved.

Job Analysis

USC: We requested job analysis for certain areas. Job descriptions are not being done. Usually supervisor and employees prepare a preliminary one to send it the job analysis board.

MSC: We are in the process of making sure that the requests are being taken care of.

USC: the request for a job analysis should go through the local union, and then the union generates a letter. It is management and incumbents responsibility to take it to the Job Analysis Committee.

MSC: We suggest that if you have people asking you about it, refer them to the Union Job Analysis Committee.

Drug Policy

USC: Need to have the drug policy discussed and told where to find it.

MSC: It is on the HR webpage.

USC: Supervisors should be discussing this with their crews so they go and read the policy.

MSC: The section in the contract that states employees will be given a last chance agreement if they test positive during a random drug test, we would like to align with other facilities and have *any* positive drug test result in a discharge. Our concern is that we don't want anyone under the influence of drugs or alcohol working in a safety sensitive environment where they could hurt themselves or those around them.

USC: How many random tests were given and how many tested positive.

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MSC: We don't know exactly how many random tests have been administered but we have had several repeat offenders. We want to officially request to eliminate this language.

USC: We deny the request. Everyone deserves a second chance.

MSC: We want to prevent people from having to work with other employees who are working under the influence.

USC: Chemical or alcohol dependency is considered a disease. If we can give the person a chance to turn their life around it would be good thing.

MSC: If you do catch the person and they rehabilitate, is that worth having people working here under the influence for the time it takes to catch them? At any time, they could harm any one of us. We understand your decision and will move on.

Pension Cap

USC: The grievance on the pension cap. The company said they were working on this.

MSC: We are working on this issue and will get back to you when we have an answer.

LGV Safety

USC: The Union feels that the LGVs are unsafe. We consider this a gross violation of safety that they are being allowed to work in the mill. We have documentation to support this. We wanted to put you on notice that we feel this way. If it can't be resolved we will take this to OSHA.

MSC: Has this been broached and discussed?

USC: This has been discussed, our issue is that we are told that we are getting more of them and we are not getting rid of them

MSC: We are taking measures to ensure nothing happens. We would like to continue to work through any issues you feel are unsafe with the LGVs.

MSG

USC: The MSG department was broken up and put into different ladders. We are getting reports of senior people working overtime covering weekends. There are guidelines that should be followed because MSG is not in existence any more.

MSC: So, maintenance employees are covering overtime in operations?

USC: There are guidelines that need to be followed. It should be labor pool people working on straight time.

MSC: We will look into this.

Unitizing Vacations

USC: The unitizing area has been vacation leveled, which allows 1 week of vacation per week for the summer.

MSC: There is one week through September 7th and then goes to two weeks after that. There are still 26 weeks unscheduled. Is there less vacation liability than last year?

USC: No, there are more senior people there. If there are two weeks of vacation in the summer it allows each person in the department to get one week in the summer.

MSC: There are still enough weeks for everyone to take their vacations.

USC: We propose that you do not change it from last year. There are two reliefs and two labor pool people trained for coverage.

MSC: We will look into this.

Employee Training Evaluation

USC: The employee was given four days of training in the area. Four days does not seem to be a reasonable amount of time.

MSC: We allowed the employee to go a rotation. She agreed, and then signed the evaluation that was discussed with her by the supervisor. It was clear that there was no progress being made and it was determined that the job was not a good fit for her.

USC: Is it possible that there was a conflict between the employee and trainer?

MSC: At no time was this brought up by the employee. If there had been a problem we would have moved them.

USC: We will follow up with her again.

NALCO Contracting

USC: Nalco was here pressure washing the #7pm which was our work. At the time the manager was notified by the union employees. We are asking for two people to be paid the hours that the contractors worked.

MSC: We will follow up on this.

Vacation Scheduling

USC: An employee was brought back after the vacation sign ups happened. He would like to have one week in the summer.

MSC: We will need to look at the situation.

USC: We can talk with him and see what week he is looking for.

Product Quality Punch in Time

USC: Employees were notified that they had a 20 minute window for punching in. The rest of the department is not pushed to that early.

MSC: If they are coming in early and then getting relieved early this would make sense.

USC: the start time was changed and then they changed the punch time.

Pulp Slab

USC: You have labor pool people working in the pulp slab ever since the position was eliminated. We were told that it would only be done for a period of time.

MSC: We will need to look at this. It was not the intention to keep labor pool in there.

USC: If the people are needed you should call be back the employees and stop using labor pool.

Put of the Bargaining Unit

USC: There is a utilities worker who is not in the bargaining unit worker that will be approaching the 1040 hour cap.

MSC: Thank you for notifying us.

Converting Glove Policy

USC: We have questions on item # 3 and the vinyl gloves that need to be worn when working on sanitary sewer. What is meant by that?

MSC: We wanted to make sure that they are wearing vinyl gloves when cleaning up.

USC: Item #4 when using some equipment you cannot wear gloves because it grabs. The risk is greater than the protection.

MSC: We will take that section out. We will send out in the next couple of weeks as well as making sure we have the gloves on hand.

USC: What will you do if you see someone forgets to wear the gloves?

MSC: We see it as a PPE issue and will treat it as such. We will remind them to put them on. If it continues to happen, we will take disciplinary action.

USC: It takes time to make it a routine.

Barrier Tape Policy

MSC: Randy Hanson from the safety department presented the changes to the barrier tape and the new line break tape.

USC: We ask that this be covered with the employees so they know about the changes.

Converting Training Slots

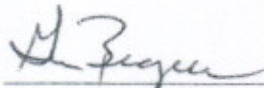
MSC: If someone is on training and then someone comes in to cover for them on overtime. Then if there are absences and we need to cover hours. Where does the person in training fit on the call in process?

USC: Follow the converting guidelines. The overtime person would not have been the first, second, third or fourth mate.


Safety Accountability Matrix

USC: Presented their recommendations to the Company.

MSC: We'll consider your suggestions and will get back to you.



for the Union



for the Company



PROTECTIVE GLOVES

Chapter Contents

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I. PURPOSE

To provide protection for converting employees while performing work tasks due to the significant risk of hand injuries such as: lacerations, abrasions, burns, transmission of blood borne pathogens and chemical contamination.

II. SCOPE

All Converting employees are responsible to adhere to this policy.

III. FREQUENCIES

As needed when performing any of the stated tasks or performing tasks that expose the employee's hands to hazardous conditions.

Materials and Equipment Required

- Cut resistant (Kevlar type) gloves
- Latex (or similar) gloves
- Leather gloves
- Gripping gloves
- Double palm leather gloves
- Rubber gloves
- Stainless steel mesh gloves
- Cotton (Jersey) Gloves
- Rubber Insulated Gloves

Note: *Gloves are available from the Store Room.*

IV. PROCEDURES

1. **Cut resistant gloves are to be worn when performing any of the following tasks:**
 - When using a utility (Stanley) knife or any exposed knife blade in the Converting area; Cut Resistant gloves are to be worn on both hands.
 - Handling, changing, or adjusting slitters. Wear glove on the hand holding slitter.
 - Handling, changing, adjusting or working near tissue saw blades. Wear designated glove and sleeves on both hands.
 - Handling, changing, adjusting or working near old core machine cutting blades. Wear the glove on the hand holding the blade.



2. **Latex (or similar) gloves are to be worn when performing any of the following tasks:**
 - Whenever performing medical procedures or cleaning where blood or body fluids are potentially present.
3. **Leather, mechanics style, or cut resistant gloves are to be worn when performing any of the following tasks:**
 - Whenever performing material handling tasks such as, handling core chucks, converting parent roll shafts, cable, wire metal or wood carts, and pallets.
 - Whenever handling serrated blades such as core machine saw blade, serrated bedroll, or cut-off blades and taper cut-off blades.
 - Whenever performing fly knife roll adjustments or replacements.
 - Whenever using scraping tools and wire brushing.
 - Any time you are using a tool unless wearing gloves makes the job less safe. Mechanics style gloves are acceptable when using a tool.
 - When shoveling, scraping or raking materials.
 - General duties associated with material handling.
4. **Chemical impervious gloves are to be worn when performing any of the following tasks:**
 - Whenever handling chemicals. Reference the MSDS and selection chart for appropriate glove choice.
 - Rubber or latex (Nitrile) gloves are used whenever, cleaning printers, pans, ink pails or when changing printer doctor blades and print plates.
 - Re-fueling propane tanks.
5. **Heat Resistant Gloves are to be worn when performing the following task:**
 - Whenever refilling glue pots when direct contact with the hot glue is possible.
6. **Gloves are available from the Storeroom. Requests to add new gloves to stock are to be made through the Safety Office**
 - Gloves are free issues so they are available 24 hour a day in the storeroom.

All Operations employees should wear protective gloves at all times when operating equipment, performing manual material handling, handling hazardous chemicals, operating mobile equipment or performing routine or minor maintenance, unless the task at hand such as fine manipulative work would make the job less safe to do.