

Standing Committee
August 20, 2008

USC: Patsy Rudat, George Brajcich, Mike Bouse, Ken Enneberg, Paul Burgher

MSC: Fred Ceruti, Ron Kramer, Frank Walsh, Chad Davis, Ross Proctor

JSC: Both

Grievances:

08-08 Work Contracted Out , 08-24 Late notice of schedule change , 08-27 1&2PM Curtailment, 08-66 Nalco Pressure Wash

MSC: These grievances heard at third step on 8/14/08.

08-15 1097 Mechanics Committee: Contracting Out, 08-25: 1097 Mechanics Committee: Contracting Out

MSC: Company responded to third step 6/9/08.

USC: This should go on to fourth step.

MSC: Please provide a copy of the requests to send them to fourth.

08-16 Floaters

MSC: Grievance is combined with pending arbitration.

08-23 Pulp Slab

JSC: Hold timely, referred to Wauna Safety Council (WSC).

08-26 #6 Converting, 1&2PM – 08/09 Vacation Sign Up Guidelines

MSC: 3rd Step requested 03/13/08.

USC: This is going to mediation. Letter to the Company sent on 4/15/08.

MSC: The Company doesn't have a copy of that letter. Will you please provide a copy? Was it heard at 3rd step? We do not show that it was. We would request that Mike Tompkins be given the chance to hear the issue at third step.

JSC: The parties discussed some of the outstanding vacation allotment issues. Ron Kramer and Vince Leonard will need to discuss a path forward.

08-65 Pension Pay

JSC: Hold timely, USC to obtain documentation. Mike Bouse did contact the employee but still does not have a copy of his pension pay slip.

08- 60 Scheduling Issue

MSC: This grievance is filed because a member of management signed for a delivery that came in.

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USC: There was also maintenance work being done in unitizing. Maintenance always asks for a coordinator to be there. This work was also done by the management employee. They needed to have a coordinator scheduled during that time.

MSC: The supervisor from that area is not aware of any requests for that position to be scheduled, and there was not a request from maintenance to have them scheduled.

USC: These duties are part of the Coordinators job and were signed off on by the Supervisor. The Safework permits should be on record showing who signed the permits.

MSC: We do have salaried employees sign safework permits and isolations.

USC: On isolation, the operator walks the maintenance employee through the area.

MSC: A salaried person can also do this if they know the area. It is not specifically an hourly or salaried job.

USC: There are some grievances that have happened on the paper machines that have shown that it is operations job to close the valves.

MSC: This grievance only states that a delivery was signed for.

USC: That is part of it. The salaried employee signed for one load and signed the wrong paperwork because it was not part of his job. But the work is part of the unitizing job. The supervisor should know that a coordinator needs to be working during the outage due to past experience.

MSC: Do you know of any other documentation out there that demonstrates that this work would have been done by a coordinator?

USC: A grievance was filed for this reason last year. There was also a conversation with a person from that area.

MSC: Signing paperwork can be done by salaried employees.

USC: Unitizing employees are responsible for signing for the loads, and distributing the paperwork correctly. In this case, no one was scheduled to work. Times when salaried help out someone already assigned to that work are different from this situation.

MSC: We are going to find out to what extent the salaried employee was involved that day.

JSC: Hold timely until we can find out more information.

08-64 Staffing during PM Curtailment

MSC: Hold timely, until we can find out the status of all the employees above this employee. It sounds as if the employee is asking for the difference in pay between fire watch and B pool.

USC: Scheduling needed to be done by seniority.

MSC: The employee did work that week.

USC: The supervisor did not recognize that he needed to fill it by seniority.

MSC: It sounds as if the employee(s) wasn't trained.

USC: There is no training as Machine Tenders should be deemed qualified. If they were not for some reason you have an obligation to provide the training per the arbitration we shared with you.

MSC: We opened up vacations and a lot of people took vacation creating openings. We offered the employees vacation or fire watch during the down to prevent people from being laid off.

USC: The supervisor was going to put a B pool person running the pulper rather than scheduling the senior employees. The employee tried to tell the supervisor before it was scheduled.

MSC: Who would have worked and who should be made whole in this situation? If we give the difference in pay to that person would that resolve the grievance?

USC: That would be fine once we determine who the person is.

MSC: The supervisor came to Frank Walsh to discuss what the union was asking. It came to us too fast to do any training. We were not comfortable putting an employee running the machines that had not run one before and had only done computer based training.

USC: The union is protecting the seniority rights of the senior people.

MSC: We will come back with a name and proposal amount.

MSC: We propose to go back and pay the difference per hour for the senior individuals who worked but were paid at the lower rate.

USC: We believe that there were people who took vacations that could have had the opportunity to work but how could we track them down now? Our point is that we

notified management before this ever happened and it could have been handled differently.

MSC: During the outage, the coordination of trying not to lay off any employees during this time was a big effort and more than we have ever done before.

USC: We accept the settlement.

08-70 Overtime

MSC: This grievance is about on a nightshift where the hopper was plugged on the truck dump. Another screen operator was called in to help. This was extra work and not an overtime job. The employee that came in ran the screen room, while the screen operator who was there on straight time worked down on the hopper. This job switches back and forth between the chip test operator on days, to the screen operator on nights. We do not think we would have called in a chip tester because it was work done on nights.

USC: You have established the guideline and if you are consistent in doing that, this would be resolved.

MSC: When the chip test workers go home, the screen operator takes over.

USC: At nights the job would belong to the screen operator and days would belong to the chip test. This is resolved.

08-71 Transfer of Overtime

MSC: We have asked Kay Crist to join us to explain the issue. She was under the impression that this was discussed previously.

USC: You have two vacancies on a schedule and a relief person. You move up on shift on the schedule and then move up all the reliefs. Then you have to fill the vacancies.

MSC: Whenever there are multiple vacancies the contract says you have to fill by classification.

USC: There is no argument if the schedule is done before 3pm. After the schedule is final you have to work the overtime in the classification where it occurs.

MSC: After moving up other vacancies still needed to be filled. The grievance is saying that all senior positions needed to be filled.

USC: If you have two vacancies the company has the right to schedule as they deem appropriate up to the 3pm cut off. After 3pm, the vacancy is filled by the job classification. We will come back from lunch with a suggestion.

USC: On the #6PM scheduling is different. The Overtime would go to the top and would fill in at the bottom. A utility was brought in to fill a vacation at the bottom, but then was

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moved up to cover a vacancy. Then the lower position was filled with overtime which is not how it should be done.

MSC: When scheduling you do not have perfect knowledge, you work with the knowledge that you have, using the resources that you can. The overtime was filled at the 4th senior level, not at the bottom position. We move up for all vacations and then fill where the vacancies occur.

USC: The grievance is resolved. Schedule full weeks first with reliefs. Vacations have priority over floating holidays. Then fill vacancies a day at a time in the job classification.

08-72 Cancellation of Bid

USC: This bid was cancelled because of the confusion around the qualifications. Was this job filled? We just want to make sure that the job is posted and filled with the most senior qualified person.

MSC: We will check on this.

08-73 Job Rate Retention

USC: Grievance is withdrawn as per discussion from last Standing Committee meeting on July 16th.

08-74 Maintenance Scheduling

USC: This grievance is for coverage. The company decided to have overtime and picked and chose who would work the overtime on July 3rd and July 4th. The grievant was not asked to work.

MSC: What was the job?

USC: Maintenance coverage.

MSC: The whole crew wasn't asked?

USC: No, they picked who they were going to ask.

MSC: Was it scheduled ahead of time? Did the grievant ask for the overtime? The response is that maintenance is not required to schedule by seniority.

USC: This was scheduled work that would not be a call in.

MSC: We will hold timely until we can get more information.

MSC: We have more information that Maintenance does not schedule by seniority.

08-75 Scheduling by Seniority

USC: The grievance has no merit. In Standing Committee minutes from 2006 it states that honoring a holiday is not a curtailment. If your lettered crew is scheduled you work, if your lettered crew is not scheduled you do not work. Scheduling was done correctly. Job classifications as needed will be scheduled. In multiple mates by job seniority as per job classification. The grievance is withdrawn.

Mediations:

A08-08, A08-09

MSC: We just want clarification of where these cases are in process.

USC: These are handled by the President of the Local 1097 at 4th step. In 4th step we can have an outside party hear the case or take it to mediation. The Company needs to check with the Local 1097 President.

Issues:

Wood Handling Scheduling Change:

MSC: The majority of the crew members in the Wood Handling area have asked to change their overtime/call in scheduling to be in alignment with the rest of the mill.

USC: We are fine with this.

Job Analysis:

USC: We think we are behind in the job analysis process and just wanted to make sure we start moving forward on the requests.

MSC: Who is the union appointed person? We will contact her to ensure we are in agreement for which items need to be worked on.

USC: Linda Raynor is your contact. The process is the employee requests a job analysis to the union. The recording secretary sends a letter to the company saying that the analysis has been requested and a copy is sent to the employee. This letter is read in the regular union meeting and recorded in the minutes. Then it is up to the supervisor and the employee to create a job description which is sent to the mill job analysis committee. They then send to the Board, which will come to do the analysis.

MSC: We will follow up with Linda.

Maintenance SOP:

MSC: We sent the SOP's to you for review. Did you have a chance to look at them?

USC: We want to make sure that these are covered during the tool box meetings.

MSC: Were these covered with your crews?

USC: Not all of the areas have implemented these.

MSC: We will make sure these are re-presented with the crews.

USC: They are SOP's not policies and not rules.

MSC: We will send this back out to the Standing Committee and you can give us feedback if you desire. They are active now but we always welcome upgrades from the affected employees.

James Mosteller:

USC: This employee is in the process of retiring. We want to make sure that he will not fall through the cracks.

MSC: We understand the application is in process with Vanguard. If he has any trouble please have him let Kim Groulx now.

Grandfather Rights Discussion – Pg 27 Labor Agreement:

MSC: Under paragraph J for permanent job closure or progression ladder elimination. Employees will be offered a one time opportunity to bump a junior employee occupying the bottom rung of a progression ladder. We are not sure we understand this information. In all instances affected employees will be given grandfathered rights also?

USC: An example of this is when positions were eliminated on #1PM, the affected employees had the right to bump back down, and then four people were allowed to use bump language and grandfather rights.

MSC: So you digress the same way that you progressed.

USC: That is correct.

MSC: When the employee declines to exercise their grandfathered rights, they will be placed in labor pool.

USC: Yes, if you bumped into that job. If your job is eliminated and you bid into a job, and decline your grandfather rights, you get to stay in the position you bid into.

MSC: Then your rate would change.

USC: Whenever you turn down your old job your rate would change.

MSC: What happens to you if you anticipate that your job will be eliminated? Don't you accept the terms of the bid which includes the rate?

USC: The only exception to that are those that left #1 and #2PM.

MSC: The wage rate retention travels with them until the job rate they are doing exceeds the retained rate or the original job comes open.

USC: This is in place to protect the employee from lay off. They get wage rate retained and grandfather rights if they leave the ladder from the bottom or the entire ladder is eliminated.

Fire Hall Job Analysis/Posting

USC: These employees have been waiting almost three and a half years to have a job analysis.

MSC: We will look into it.

Penalty Pay for Cancellation of Overtime Page 17 Labor Agreement

MSC: What is the relationship between call time and when someone comes to work but is not put to work and is sent home? People are drawing both call time and failure to provide work penalty hours.

USC: If the worker is scheduled to work on a day off, and then is told before the shift starts the employee would get a call time and three hours. If the employee is notified to go home after the start of the shift they would get a call time and 6 hours of pay. They are two different sections but both sections could apply at the same time.

JSC: The above was for discussion purposes only. The parties reserve the right to interpret the contract application given the specifics of each case.

Joint Contract Training

USC: In the past we have had joint contract training

MSC: How did you do that?

USC: They covered the major issues with several different meetings for supervisors and stewards to be able to attend. They would also cover the memorandums of agreement that are not part of the labor agreement.

MSC: Who would we work with to coordinate this?

USC: Our chief steward, Mike Bouse.

Filling jobs on all Progression Ladders:

USC: The problem we are going to have starting next year when people start retiring it will leave holes in crews. If you fill all the positions in the progression ladder it will allow all those people to be trained and able to move up.

MSC: We agree this is a two part problem. We need to have people trained up, but we also need to try and identify who will be leaving.

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USC: Each department needs to look to see how it will affect the department.

MSC: Departments are trying to train up this winter to prepare.

USC: We also have the six month rule. If a job is filled by reliefs for six months, it has to be posted.

MSC: Reliefs are not a permanent position.

USC: If you fill a job for six months, why would you fill it with a labor pool person and not fill it with the employee who was bumped or post it. Example: Pulp Slab

MSC: Where does the six months come from?

USC: It is part of the labor agreement.

Quality Lab Scheduling:

USC: The supervisor is still not following the labor agreement when scheduling. This is an ongoing problem and management needs to handle it.

MSC: Lab vacations need to be scheduled by progression ladder?

USC: Junior people were covering for each other and having unlimited vacation. The senior people were getting vacations denied.

MSC: We will look into this.

Final Schedule Posting

USC: The final schedule has to be posted by 3pm. We are having reports that it is not being done.

MSC: Was this a one-time occurrence or is this is happening repeatedly?

USC: This has happened more than once. The rules change if the schedule is posted after 3pm. If the schedule comes out after 3pm and it is changed from the preliminary, the employee has to be notified.

MSC: Can you give us an example?

USC: Every area has it posted by 3pm.

MSC: It doesn't seem reasonable to pick and choose when EAS schedules are acceptable and paper schedules are acceptable.

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USC: We do not recognize EAS. If it is not posted how can we monitor it and bring the discrepancies forward?

MSC: We will talk with Kay Crist and look into this. We will try and find a better way to ensure crew schedules are posted.

Rip Van Winkle's Break Pay

MSC: This has been taken care of.

Vacation Allotments:

USC: People do not feel that there is enough time for people to take all their vacation time when the vacation allotments were rounded down.

MSC: How do we handle it when a department has an open week two weeks out? If we let it pass by without putting someone in it the build up of untaken vacations will force us to give more time off in a time when we need the people working? Would we force the junior guy to take the vacation?

USC: There could be the issue that more junior employees are holding off scheduling vacations in the hope that someone more senior will schedule their vacation. Employees are responsible for taking their vacations and managing them.

MSC: The date says May 23rd.

USC: That is to take vacations by seniority not to be forced into them.

Policy Training:

USC: The Company cannot perceive that an employee understands every part of a policy. How many times has the lockout/tag out policy been changed in the last couple of years? How can they possibly know all the changes?

MSC: Are you concerned about training or understanding? One persons understanding of something will differ from another person.

USC: We have had disciplinary actions on people not adhering to the policy. Some crews will discuss the policies and come to an understanding.

MSC: How do they do that? Is it the nature of work that allows for this discussion?

USC: There are also monthly safety meetings where these discussions could happen.

MSC: If we cover it in the meetings, people sign saying that they agree, what else is needed?

USC: As long as you train them adequately it is fine. You cannot make them understand it. There is not good uniformity between departments on reviewing the policies.

MSG Crew

USC: The extension of the Relief Supervisor was requested for 60 days in order to make a decision about MSG organization. Just a reminder that there are only 30 days left.

MSC: We are working on it.

Insurance Single Provider:

USC: We are concerned that by going to a single source provider for insurance items that it will be a hardship to the employee. Supplies may not be readily available locally.

Hypo Piping Investigation:

USC: We would like to know what occurred on the investigation and have not gotten any word on it.

Near Miss in the Steam Plant:

USC: An employee filed an anonymous near miss but got chastised for filing the near miss. But nothing else has come out about it.

MSC: By an hourly or a salaried person.

USC: By a salaried employee.

MSC: That is uncalled for. We are trying to encourage people to file near misses.

Near Miss Breakers on the Hill:

USC: We have not heard anything about that near miss around the breakers. This also ties into the double standard for hourly and salaried employees. We are not sure that these issues are being addressed as they should have been.

MSC: You are aware that the Maintenance Department sat down with crew members and discussed the issue?

USC: Yes.

A-2 Hiring Status:

USC: We are down to the crunch time to have employees hired by 9/1/08.

MSC: Maintenance states that they will have 190 employees in maintenance.

USC: Are the crane operators included in that?

MSC: They will be counted when they become journeyman.

USC: Crane operators were not supposed to be counted.

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MSC: The agreement was that they would become part of the number when they reach journeyman.

USC: One of the issues that is starting to come up is that we have had a lack of applicants for E&I positions. The company is starting to contract out that work which should be our work. We are becoming less competitive in the market place due to uncertainty about the contract renewal and location/travel costs.

Job Analysis Pay Rate #1PM:

MSC: We think we have resolved this problem. Though they will not be blue slipped at the higher rate for purposes of every shift's pay, when they work the higher rate job by running both machines and when they are looking at retirements and vacations they also factor in at the higher rate. They will also be paid retroactively for their vacations in September.

Breaks #1 & #2 PM:

USC: The discussions in standing committee on 7/16 were not communicated to the employees.

MSC: We will ask that this be done.

#1 Displacement and Transfers:

USC: The employees would fit into the scenarios we discussed earlier under the grandfather rights discussion.

LGV Training:

USC: We are hearing that employees are not training with the Technicians.

MSC: We are looking into this.

10% Pay Reduction:

USC: When you bid into a job you take a 10% pay reduction until you blue slip. But the people that are wage rate retained should not be penalized for this.

MSC: We would take it out but pay it back.

USC: Their job is eliminated and they are being forced to take the jobs. They should not be penalized for this.

Day Off to Day Off Vacations for Labor Pool Employees

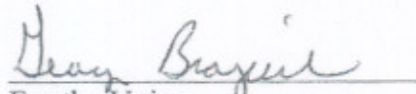
USC: An employee has the choice between taking Monday to Monday or Day off to Day off. Labor Pool employees are being restricted to Monday through Sunday.

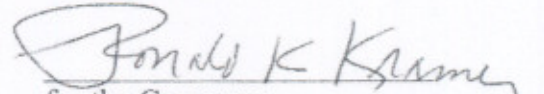
MSC: Some labor pool employees move around from job to job. It would be hard to determine when they will have a day off. What is the problem?

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USC: They get a 7 day vacation instead of a 12 day vacation. Employees that are following a lettered crew for a long period of time should be allowed to take a vacation like the rest of the crew even if labeled labor pool. Contract gives employee the option of day to day off or Monday through Sunday.

MSC: Labor Pool employees cover vacancies and have to be available to do so.


For the Union


for the Company