

Standing Committee
September 1, 2010

USC: Ken Enneberg, Mike Bouse, Curt Ollilla, Paul Burgher, Bill Kerr

MSC: Chad Davis, Ram Manthe, Ron Kramer, Shawn Wood, Ian Dieter

Safety

Jim Cochran joined the group to discuss several issues that are related to safety. Jim left after discussing these items and the Respirator Policy and the Security Cameras.

Anonymous Near Miss Reporting:

This is a notification of the change to the TRAX system that will not allow employees to file anonymous near misses. This change will take affect September 13, 2010. If an employee still needs to file a report anonymously they can do so by using an intermediary person to file the report for them such as a Safety Committee Member, Wauna Safety Council Member, Supervisor, Co-Worker, Safety Department Member or a member of the Incident Investigation Team.

Safety Coordinators

A memorandum of agreement was presented establishing a selection process for hourly Safety Coordinators that would be out of the Unit positions. It would create three positions immediately but could be as high as 5 to 7 depending on the Mill's safety needs.

USC: We will need to review this information.

Grievances:

09-69: Written Reprimand

MSC: Union requested third step on 6/24/10.

10-14: Hours of Work

MSC: Union requested Fourth step on 6/23/10.

10-23: Drug Screen

MSC: Union requested Fourth step on 6/23/10.

10-25: #5PM – Filling Vacancies

MSC: Remanded back to Step 1 on 6/24/10.

USC: Grievance was subsequently resolved at first step.

10-35: Pay Rate during Annual Down

MSC: MSC Follow up at Second Step per Standing Committee meeting on 7/21/10. The union wanted to know if anyone's job was still available or would they have been displaced. We believe there was only one person whose job was still available.

USC: Long term we need to come up with a mill-wide consistent policy.

MSC: With regards to this grievance what do we want to do with it?

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USC: Hold timely until we can talk to the Steward who filed the grievance.

10-37: Local 1097 Mechanics committee – Contracting out during Annual Down

MSC: Request for third step meeting on 6/16/10.

10-41: Jurisdictional Work Dispute

MSC: Request for second step meeting dated 6/30/10 received on 8/2/10. Untimely?

USC: What do you want to do with these? Do you still want to hear them or call them untimely? We understand your concern about the time frame we have both been pretty lax and forgiving in the past. We will check to see when they were sent to you.

MSC: Without waiving our rights to put that into a response when we answer it, we would like to hear your concerns on these grievances.

USC: On the untimely issue you would drop it?

MSC: Not drop it, but we would like to hear what the labor agreement violation is.

USC: A yard crew person filed the grievance that security was moving those wire stands that you use to ribbon off areas. We do not agree with MSG that it is their work, but it is local 1097 work.

MSC: The Company would not be comfortable saying that barricading or removing barricades is Local 1097 work exclusively.

USC: This occurred on May 6th, was this prep for the down?

MSC: We are unsure.

USC: These are the wire racks from the old pulp dryer that they use to barricade off an area. If it was something that was a safety issue and an area needed to be roped off for safety we would not have a problem with it. But if it was for down prep, we had people available to do that work even if it was off hours.

MSC: We do not know why they were moved.

USC: You could check with Chris Newman, he should know why security was moving them.

MSC: We will look at it.

10-42: Jurisdictional Work Dispute

MSC: Request for second step meeting dated 6/30/10 received on 8/2/10. Untimely?

USC: On a down on #7PM they were changing belts on conveyors. It's normally a four man job and they use four millwrights to do the work. This time it was three millwrights and one person from operations. It is an issue about the manpower we have on downs now. We want to make

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sure that we don't go too far by scheduling people for work that they are not qualified for or have the skills to do. In this case it seems that they just needed the extra bodies. If you are going to schedule someone, make them available for that job, and not pulled to work on other jobs. We don't want it to get to a situation where we are shorting mechanics and putting people in an unsafe situation.

MSC: Did the union receive a response or just a signature at first step?

USC: No, we just got the signature.

MSC: We discussed with the supervisor, he thought he had attached another sheet to the answer. In the past, the mechanics have asked operations to assist putting the belt on. We do not want operation employees doing high level work that maintenance would do. How would you like to proceed?

USC: Just to have it clarified that operations will not be scheduled to do high level maintenance work.

10-43: Jurisdictional Work Dispute

MSC: Request for second step meeting dated 6/30/10 received on 8/2/10. Untimely?

USC: We do not believe that the work done hauling sand from the beach for backfill was part of the original scope of the job.

MSC: We didn't contract out this work. They just notified us that they would be doing the work. If it's something that gives us benefit, we let them take the sand and have done so in the past.

USC: So this is their land?

MSC: It is in their area of domain. If there is ever a problem or need for maintenance work on the station that would be their work.

USC: There should be some sort of agreement how work would be done in those areas. Hauling sand inside the mill is our work. Working on their equipment is theirs. We will discuss at lunch.

USC: We did some checking on this. We could not find a review sheet. We would like to state that work going on inside the mill we still have the right to haul sand. We are withdrawing this grievance. Maintenance work is reviewed through mechanics committee but operations work was pulled from that group. They are supposed to be reviewed here.

MSC: We understand that you are trying to protect Local 1097 work, but how would you recommend those jobs be reviewed?

USC: Perhaps the chair could be contacted from Standing Committee or send it back to review with Mechanics Committee.

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MSC: Perhaps the email approach would be good.

USC: This would be hard. We do not always check our email from home.

MSC: Both parties want to prevent grievances, so we agree something needs to be done.

USC: We will get back to you.

10-44: USW Local 1097 – Staffing Levels

MSC: Request for third step meeting dated 7/21/10. We are trying to understand why it is going to third step?

USC: It affects the union body as a whole.

MSC: You got all the information you requested?

USC: We have received the schedules we requested.

MSC: Are you at a point of time where this committee should hear your concerns?

USC: We have a lot of departments that are running high amounts of overtime and have labor pool employees working in the area.

MSC: It would help if a smaller group would discuss with Kay Crist and Ron Kramer to get a big picture of what is going on.

USC: In the past on 3/5/9 we would take down different winders, and would not do a full blown curtailment. They would schedule the people back in from labor pool. There are a lot of issues going on there. It has been going on for a few years. 3/5/9 resolved itself because of people bidding out of the department.

MSC: We think it would be beneficial to have the people most knowledgeable sit down with Kay and Ron to discuss it.

USC: Can we do that within a month? Curt Ollila and Bill Kerr could meet with you.

10-45: Wage Rate Retention

MSC: Request for second step meeting dated 8/9/10.

USC: We had some discussion about issues last week. Have you come up with a decision on how you would like to handle it?

MSC: We do not have any authorization to make any changes.

USC: We did not discuss it as a grievance but rather as an issue.

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MSC: Paragraph D2 on page 45 – leaves it optional for the company to do it or not. The company is holding its position currently that we have not violated the labor agreement by not giving the employee wage rate retention.

USC: We will move on to third step.

10-46: Jurisdictional Work Dispute

MSC: Request for second step meeting dated 8/9/10 – Untimely?

USC: Through operator basic care it is getting more prevalent that they are doing some lubrication. The company brought us this lube mechanic training they were supposed to do and pass after one year. But you also have operations employees doing lubrication that have not done this training. You want to penalize someone if they don't complete the training successfully, but then allowing untrained people to do the lubrication work.

MSC: This work is nothing new for operations.

USC: This type of work was worked out on a local basis but now it is getting more formalized. Are they topping off the machine when it is low? The grievant feels that this is their work and they have ownership over this work. Who is ultimately responsible for it if this equipment fails because of lubrication?

MSC: The AAL is responsible for the system.

USC: But the person doing the lubrication will also be talked with. Can that person be held accountable if the lubrication work is not documented?

MSC: We want to make sure the lubrication work being done is correct.

USC: Any work being done unofficially or not on the DMSI system does not help identify the equipment that has issues.

MSC: The oilers know which equipment has the issues.

USC: If the company is heading any further with this, we need to have some discussions about training.

10-47: USW Local 1097 – Staffing Levels

MSC: Request for second step meeting dated 8/11/10.

USC: This grievance is about the property protection techs. We looked at the hours for people being up out of labor pool for the property protection tech job. There are over 7000 hours.

MSC: What time period was that?

USC: 2008; 2009 and this year as of 5/21/2010.

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MSC: And you are just looking at the labor code for property protection?

USC: Yes property protection.

MSC: For each of these employees you have them broken out by year. The numbers don't seem to add up correctly. We need to look at these.

USC: You could check with Kay Crist to see how that report runs.

MSC: It turned out that after reviewing the documents you were using to come up with the information shared with us in this grievance discussion it was determined that the hours worked in the job code you were citing were total hours each of the employees involved has worked that job code since they have been employed here. You need to take another cut at the information if you want to determine how many hours have been worked by employees not blue-slipped to the job code during the past six months to one year.

USC: We will send another request.

Agenda Items:

Respirator Policy

USC: We have an email from OSHA that is stating that dust is a nuisance. Facial hair should not impede with the seal. The company has purchased PAPR units for #1 and #2PM's - four were purchased. If they are bought for those machines, they should buy them for all machines that need them. We will send the email from OSHA to Ron Kramer to distribute to MSC.

MSC: If you recall we had an OSHA inspection in November 2008 due to a complaint about dust during a blow down. The respiratory policy was the issue as well as dust and housekeeping policy. There is a PEL for Dust that we cannot go over and if we do protection is mandatory. It is a respiratory irritant but everyone is different and people can experience health related issues.

USC: The letter states that as long as the facial hair does not impede with the seal it is adequate.

MSC: It is the regulation and the issue is how much facial hair is ok. We will follow up on the #1 and #2 PAPR's we believe these were brought in for an evaluation. These are not the same as for dust control but are for temperature control.

USC: They were the PAPR units that were purchased for #1 and #2 PM for trial during blow down not for cooling purposes. Employees on #5 also want to be able to purchase them.

MSC: We will follow up with Jeremy Ness.

Security Camera Upgrade

Jim Cochran notified JSC that the existing cameras will undergo a change. The change will replace cameras that are not working and install a few additional cameras mostly outside.

USC: What is the intent of the cameras? Security?

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MSC: The intent is to capture activities that occur on our premises. As was stated, the cameras are mostly monitoring outside locations. If the question is have we used cameras for disciplinary issues in the past, the answer is yes.

USC: Will there be film?

MSC: There is a recording that loops back to about 30 days.

USC: We will discuss.

Bid to Shipping

USC: One of the proposals we discussed previously is that the system kind of fell down on this one. Unfortunately not everyone makes a good trainer. A person can not correct something if they have not been told about the issue. Maybe we give the employee a shot at a different bid, and not charge him the 10% withholding, use a different trainer and have someone from standing committee present at his review meetings. This would give him a fair chance. We assume that the safety issues were corrected.

MSC: We gave the employee an opportunity with a different trainer. We would need to see on a second bid that he wants to succeed at the position. What actions will he do differently?

USC: We propose that he be allowed to bid on the next shipping bid.

MSC: We cannot do the next shipping bid that comes up because we would affect bump rights from #31TT.

USC: The problem is that even though he was denied this bid, he's tried two others and was denied access to them. We will move on to third step.

MSC: You have heard from the company that we will take him back and heard that you want to restore his seniority but we do not think it will serve your purposes.

USC: This time is different. Hold timely while we talk with the shipping employees.

PM 6&7 Labor Pool

MSC: Has there been any more discussion about the 6&7PM Labor Pool?

USC: We do not like them not being allowed to take day off to day off vacations.

MSC: We included that we would consider doing day off to day off on a case by case basis.

USC: There was a proposal that showed a lower rate, this was the original one.

MSC: Yes, we said that we would do a job rate analysis.

USC: They would be doing the B Pool Work so you would think it would be the B Pool rate as the T rate. The guys on the machines are concerned that if you have someone working on #6 for

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awhile, when they go to #7 it would take about a week to a week and a half to get up to speed with the LGV's. They originally asked for four bodies and this one is giving them sixteen split between the two machines. We suggest that they take the first four and give them to #6pm and give them the B pool rate and then the other four would be #7pm. Then you could have 8 in the combined capacity.

MSC: They were structured that way to keep #6 and #7 competitive in staffing levels.

USC: They would be vacation reliefs so they are not permanent. They would not be carrying an extra B Pooler. There is the flexibility to move the people to a different crew if they are needed.

MSC: Do you have a counter proposal?

USC: We will send you back a proposal. Also tied to this on the 16th of August #6 ran short. A labor pool person moved up to A Pool without the training and there was a discussion about pay. What was Steve Hickey asked, did he want to go back to #6 and did he know that he would go back to labor pool if he doesn't go back.

MSC: We understood that that section applies only when you bump back into the ladder. We will have to send a new grandfather letter that explains this.

31TT Permanent Shutdown

MSC: #31TT has been shut down and will be rate retained from August 9th which is the day it went down. We have a proposed letter that would be sent out to employees. We wanted to make sure you are in agreement with this letter. This also shows all the people who would be affected. It would be sent without names of the senior employees but would have the dates so they would know if they had enough seniority to bump. We would send out tomorrow. They were rate retained and had all of their pay for this last pay period fixed retroactively. They would have until September 20th to return the letter. We would like to ask to have them back on the 16th.

USC: You could try doing them on the 16th. Can we have seniority and rate retained rate list for this department?

Utilities Training

USC: This relates to the grievance that was filed for the utilities workers in the steam plant that were not able to move up because of training? We just want to make sure that has been taken care of.

MSC: We will follow up with Frank Walsh.

Maintenance Tools Lists

MSC: Shawn Wood has been working with the Mechanics Committee and the reliability team on the Maintenance tool list. It was very outdated. We wanted also to make it clear what we would provide new employees and what they should have. Tools that are a specialty to an area are kept in that area's maintenance shop. The metric tools were originally on the list, but there was push back from mechanics committee that those are provided by the storeroom. This was changed to a suggested item.

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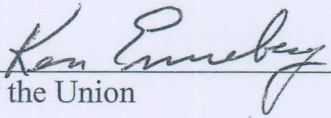
USC: What was the rebuttal from Mechanics Committee on this?

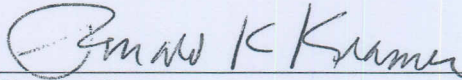
MSC: That it was a lot of money and so they pushed back on some specialty tools and metric tools.

USC: Providing metric tools is contractual. You prefer a Dewalt cordless drill?

MSC: Yes, because we buy those batteries already.

Meeting Adjourned.


For the Union


For the Company