

USC: Ken Enneberg, Paul Burgher, Mike Bouse, Brandon Kent, Curt Ollila, Vince Leonard

MSC: Ron Kramer, Tom Day, Frank Walsh, Chad Davis, Ross Procter, Mike Tompkins

Mike Tompkins gave the group an update for the mill. For safety, near miss reporting is going well. There is good follow up by the mill. The number of BBS observations per week is averaging about 70 to 80. The training for #1/2PM HIRA has been completed. There is currently a train the trainer program in place to roll the training out to the rest of the mill. There is a Safe Start introductory meeting scheduled for later in the month. This program is currently being done at the Halsey plant and we will be assessing to see if it would be a good fit for the mill. For environmental areas, the mill is still doing well. We are currently working on reducing water usage. We had issues with a power outage over Labor Day weekend. It took some time to get the mill back up. #6/7PM running full into next year. The CNCG project will be put off until the next annual outage. Budgeting is being done for next year and for the annual outage. Mike Tompkins left after hearing the third step grievance.

Third Step Hearings

09-38: Local 1097 Mechanics Committee – Area Call Ins

USC: For this grievance the home crew was supposed to be called by seniority for the home crew and then can call in outside the home crew. In the first grievance, a senior employee was not farmed out on a down and there were two nights in question. A call in list was created that bypassed the employee and never called him in. This is in violation of the call in procedure for maintenance. For the second set of grievances, a senior employee was not called in and the most junior employee on the crew was called in to do the work. For both of these employee's grievances, no special skills were involved, so it would not warrant going outside the call in procedures or outside the department.

MSC: Was the employee who was called in to work on the elevators more senior to the employee who is grieving?

USC: We believe these are two different instances.

MSC: The call in procedure was developed in 2007 to address people being called in less senior and not on the home crew. This call in procedure was put together to address it. The agreement was we would not pay any penalties by not following the procedure and it was covered in the 03/13/07 minutes. In instances where this procedure is not followed, we are not bound to pay these grievances. We've offered the employees the opportunity to work the missed overtime on a scheduled basis, but the Union has indicated that would not be appropriate.

USC: During the down our guys were told to call in for overtime. When we have contractors in, our guys should be allowed the overtime.

Mike Tompkins: This issue was discussed in a prior meeting.

MSC: In the past we called in alphabetically. New people to crews were added to the bottom of the list. The union came to us asking for seniority to be used as the basis for call ins. We had not

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paid penalties while calling in alphabetically and would not have made the change to seniority call ins if it would mean we would start incurring them.

USC: We do not feel that the minutes from 3/13/07 contradict the grievances. Our opinion is that you are trying to extrapolate part of the minutes to make your case.

Mike Tompkins: We wanted to look at the minutes as a group because two of the hourly and two of the salaried employees here were present when the agreement was made.

USC: We feel that a third step hearing is allowing a new set of eyes to look at the case. The call ins should be done by seniority. And if you read the minutes it appears that the two grievances from 3/13/07 were paid.

MSC: For 30 years we did call ins by alphabetical order. The union requested that call ins be done by seniority. Why would we agree to make the change if it meant we would have to start paying?

Mike Tompkins: In the past when we did alphabetical call ins, was there a penalty?

USC: Give us time to research if there were grievances during that time. These grievances should not hinge on that.

MSC: We think your defense does hinge on that issue.

USC: So where does this leave this, are we taking this back to 2nd step?

Mike Tompkins: I would like to answer at third step, but if you have more information, I would like to see that before I answer.

USC: Agreed.

Grievances:

08-43: 1097 Mechanics Committee – Contracting out Phone Work

MSC: Arbitration Panel Received – Preparing to Strike Names

08-65: Pension Pay

MSC: Arbitrator selected – seeking new date in November or December.

08-86: USC – Filling Vacancies

MSC: Answered at Third Step 3/26/09

08-90: Local 1097 – Mechanics Committee, 08-91: Local 1097 – Mechanics Committee – Call Time – Shift Changes, 08-104: USW Local 1097 Mechanics Committee – Call Time – Shift Changes, 08-106: Scheduling Employees 16 Hours, 09-06: Call Time – Shift Changes per week, 09-10: Local 1097 - Schedule Changes, 09-16: Local 1097 Mechanics Committee- Call time – Schedule Change

MSC: Mediated 7/23/09. Need notification from Union as to intent now.

USC: When Kay Crist gets back from vacation we will look at all the straight time hours and see what was missed. This was from the 95 negotiations. The arbitrator ruled on the more than two shift change language that we have agreed to.

08-96: USW Local 1097 – Benefits during Disciplinary Layoff, 08-108: Scheduling Employees 16 Hours

MSC: Arbitration Panel Received, Preparing to Strike Names

08-97: USW Local 1097 – Disability Retirement Health Benefit Premium

MSC: Fourth Step answer issued by company 6/1/09.

USC: You will receive a letter to send to arbitration.

09-12: Scheduling

MSC: Held timely at 2nd step by MSC 7/15/09. We discussed again in August and all of it stems around ground rules.

USC: We have not been able to locate them.

MSC: What will you do if can't find them?

USC: The department manager would be the person to develop them for their areas.

MSC: We are not sure how this would affect the grievance.

USC: We would just like guidelines in place so it is done consistently. This was grieved because it had been scheduled two different ways when Kay took over she chose which way to schedule.

MSC: If you are waiting for the company to develop guidelines, I'm not sure we can do that. We need to discuss further.

USC: When we went to one scheduler in the mill all the department scheduling guidelines were lost. When the company chose to go away from department schedulers they got lost.

MSC: Then someone should be able to provide a copy of them. The company holds its position on this grievance.

USC: We will notify you in writing.

09-31: Recognition Clause

MSC: The Company issued a third step answer on 9/10/09.

09-32: Probationary Pay Rate

MSC: Fourth Step scheduled 10/12/09. We will need names from the union as to who from the Standing Committee is necessary to attend.

09-33: FMLA

MSC: A meeting with grievant and Ken Enneberg 9/14/09.

USC: We will withdraw the grievance, but we would like the company to send a letter out to all employees where everyone could read it and understand the expectations regarding filing FMLA's.

MSC: Whenever FMLA is in question, each employee receives a packet with step by step instructions. If they are unsure, they can contact Kim Groulx. We need to educate our employees/your members to be more proactive when applying for leaves.

USC: Employees need to know that there are time constraints when applying for leave. We withdraw the grievance but would like to work on fixing the problem.

09-34: Scheduling / Staffing Level

MSC: On hold, to be referred to the Wauna Safety Council.

09-35: Call In

MSC: Second step discussion held 8/19/09. We did not come to a resolution and we were hoping to come to an agreement. We talked to the supervisor and the employee who does not dispute the grievance answer.

USC: Is the grievant saying that he is willing to withdraw the grievance? The answer in the grievance is that the employee was not told to load the barges.

MSC: We are not going to pay an employee to do a job that he was not signed off to do.

USC: We do that daily. We would like to see the sign off for the job the employee is doing now. We would also like to see the sign off documentation for other employees.

MSC: For converting we have the documentation.

USC: This is going on all the time. This is our grievance now. We see it as an intimidation to contact the grievant.

MSC: The only reason we contacted the grievant was to determine who the supervisor was. Out of respect to the grievant, they should be notified that this grievance is still in place. What is the path forward?

USC: We will move to third step and send you a letter.

09-42: OT in Warehouse

MSC: Second step discussion held 8/19/09.

USC: The answer was already given by Norm Dittrich in June 2000 in shipping overtime is given by job classification. The senior employees in shipping have not unloaded rail cards in many years so in shipping this call in procedure works.

MSC: The grievance went through several discussions and was resolved by posting the scheduling guidelines. The key to the grievance is that the work done was "work overload" in warehouse utilities and should have been done by that classification. Based on that, we will pay this grievance.

09-43: Schedule Change

MSC: Union held timely at second step 8/19/09.

USC: This was when the meal period was moved. Rather than a call time this is really what we call a paid lunch. We spoke with George Brajich and he referenced the lunch periods of the day workers. Pg 28 Section 25 employees can have their lunch period moved a half hour before or a half hour after their scheduled time. Pg 19 The starting and stopping work of day workers.

MSC: How does the Section 20 supersede the language to section 25? What occurred in this grievance?

USC: We believe it was right during a pick, they were told right before the lunch hour that they would have to change the time.

MSC: Did it happen past a half hour that section 25 allows?

USC: Section 25 covers scheduling lunches. Day workers are scheduled from 7-11am and 11:30 to 3:30pm. If the schedule needs to be changed it must be done prior to that.

MSC: The grievance is addressing Section 18 Paragraph 4.

USC: That is what they cited and we looked for clarification. If the supervisor told the employee prior to them starting work that they need to take a lunch period at a different time there is no penalty. If the employee has commenced work their schedule is final.

MSC: To clarify the employee was paid 8 hours and they were allowed their lunch period. So the company sees no violation of the contract.

USC: We will move to third step.

09-44: Supervisor Working

MSC: Union held timely at second step 8/19/09.

USC: This grievance is where the supervisor was using a thickness tester and there were mechanics here that could have done that. They are asking to be paid an hour of overtime.

MSC: The task performed was done in a matter of minutes, the job was already contracted out, and the supervisor was merely verifying the readings the contractor was giving him. We do not see where a 1097 employee was displaced.

USC: In the spirit of cooperation we withdraw this grievance because it was incidental.

09-45: Jurisdictional Work Dispute

MSC: Union held timely at second step 8/19/09.

USC: This is when operations was asked to remove a man door. We have minutes documenting that during a down, operations can do maintenance work in an emergency situation and only if they can do it safely. We stand on our position.

MSC: What was the work that was done?

USC: They were removing a big manhole cover on a tank in the steam plant area.

MSC: We will discuss further the next time we caucus. This was simply a matter of removing a cover from a tank. From our understanding this occurs frequently and does not require any special tools and training. We do not see what is behind the grievance.

USC: Based on prior standing committee minutes during downs maintenance was scheduled to do the maintenance work which covers that job. We have procedures for taking them off and replacing them. We will move on to third step.

09-46: Local 1097 – Scheduling Maintenance during Summer Down

MSC: Second step discussion held 8/19/09.

USC: We will move on to third step.

09-47: Local 1097 – Contractor Hole Watches

MSC: Second step discussion held 8/19/09.

USC: Hole watching is our work. Even if there is a contractor hole watch there, we want one of our people there also. We will move on to third step.

MSC: The Company has put forth a very good effort trying to utilize 1097 employees for hole watch positions. Hole watch, by no means, is exclusively 1097 work.

09-49: Lunch Break

MSC: Union held timely at second step 8/19/09.

USC: This was resolved at our special meeting in August. We agree to drop this grievance as long as the company agrees to follow the BOLI guidelines to allow people to take their lunch breaks during the right times.

09-50: Local 1097 Contracting Out

MSC: Union held timely at second step 8/19/09.

USC: The Company did not go through the whole call in list before they contracted it out.

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MSC: They called the home crew and the utilities crew, got one worker in and needed more workers, so ended up contracting it. Where do you draw the business lines when trying to call in employees? That would take too long to call everyone.

USC: There are always people in crews that would be willing to come in and do the overtime.

MSC: They exhausted the steam plant crew and the utilities crew.

USC: They got one guy and only needed one more guy.

MSC: It was later determined that they needed four guys for the job. We went through 20 local 1097 employees and got one person to come in, and then decided to contract it.

USC: We will move to third step.

MSC: How would you propose to settle this grievance if we agreed to pay it?

USC: Three guys would be paid.

MSC: How would you determine who would be paid if we were calling outside the home crew?

USC: We are not sure.

09-51: Local 1097 – Contracting out

MSC: Union withdrew grievance on 8/19/09.

09-55: Discipline

MSC: Second step discussion held 8/19/09.

USC: This grievance has been resolved.

09-56: Overtime for Hole Watch

MSC: Second step discussion held 8/19/09.

USC: Departments have no reliefs and are pulling from the labor pool to cover the positions.

MSC: We pull from the labor pool to prevent them from being laid off. The employee was asked by Kay if he had a preference to work beginning or end of the week. This is an issue of seniority within the labor pool?

USC: Yes. We will move it on to third step.

09-57: Search and Rescue Time off

USC: The Company told us that they were going to change the support to search and rescues. We were under the impression that you were still going to support local searches. We've been asking for clarification on this policy. The grievant was disciplined for absenteeism which was finally removed. The grievant talked to the machine tender on shift and said he would be late.

He kept trying to reach the shift mill manager, but was unable to do so. He was asking to be made whole for what he thought was the correct policy. We understood that we support the local counties.

MSC: The answer to the grievant was that because there was no prior approval the time would be unpaid. Search and Rescue is not our business. To be able to discuss it up front prior to the search allows the company to make the decision.

USC: Most of the rescue people are volunteers. If we are serious about supporting that, it's important to have a liaison that can be contacted night and day rather than trying to keep contacting the mill to get the ok to participate in the search.

MSC: We believe that the first step answer by the Company is appropriate. As far as search and rescue, if a person wants to go and feels strongly enough to go, they must do it on their own time. If they want to be paid or they want to go during their scheduled work time, they would have to contact their business unit leader for approval in advance.

09-58: Wages When Moved

USC: This employee was training in the napkins area. He was pulled off that job to go back to 7/8 due to staffing problems that he was already blued slipped to. He is grieving the 10% reduction and we are told that there nothing in the system to handle that.

MSC: We will find a way to handle that.

09-59: Time Off

USC: The employee had recently had a child born. He contacted the place to get a birth certificate to make sure he turned it in, in time for dependent coverage. The place closes at 4:15pm and told the employee they could not guarantee him they would get the paperwork in time. The employee asked to come in early and then leave early to pick up the birth certificate. The request was denied.

MSC: We will not be paying the employee for this time.

USC: The employee started out by asking to come in early and leave early. This is up to the discretion of the company. This reinforces that a maintenance superintendent was instructed to deny all flex time requests.

MSC: We maintain that the first step answer was appropriate.

09-60: Salaried doing B.U. Work

USC: On July 14th around 6:30 PM an individual was doing programming on the casepacker. The salaried employee was instructed by Kelly Dey to do the work. This was in contradiction to the agreement worked out with Ross Procter that would involve electrical or instrument department in the mill for troubleshooting and repairs. What happens is that someone will be scheduled to work along side the salaried employee but gets called off to do some other task.

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MSC: The job that is being grieved we had an electrician there working with them. We are making an honest attempt to schedule our workers with them when the work is being done.

USC: The electrician that was there complained that they have been pulled off to do other work. We need to broaden the training in that area.

MSC: Dan Fletcher is taking the lead on getting training for those electricians.

USC: At the time that the salaried employee was in doing the work, were they actually programming or anything else?

MSC: He was making a copy of the program. Marty did the programming.

USC: Hold timely until we can determine if Marty was there that time of night and if the salaried employee was actually instructed by Kelly Dey to do the work.

MSC: We reserve the right to optimize PLC programming with salaried personnel accompanied by an electrician per the agreement. We have been acting in good faith on this agreement. This grievance comes from an operator and not the electrician in question. This grievance could have been avoided if the employee who grieved this came and asked questions before filing the grievance.

USC: Hold timely until we can do further research.

Agenda Items:

Safety Policies Review

Janelle Holzer and Jim Cochran from the Safety Department joined the meeting to review the updates to the following policies; Excavation Policy, Hazard Communication Policy, PPE Policy and the Trailer Loading and Unloading Policy.

USC: Regarding the PPE Policy, when did the safety glasses requirement go into effect?

MSC: September 8th.

USC: We were not notified about this policy.

MSC: We tried a new process to email out the policy to everyone to review. We have decided now to allocate time at the Standing Committee meetings to have Safety present their policy changes.

USC: In the PPE policy, we do not agree with the section pertaining to gloves. We have the following issue: gloves when driving Hysters, the availability of Mechanix gloves – why can't they be in free issue? And the glove guide should be posted in free issue.

MSC: As part of the roll out for this policy we have plans for putting a glove guide in free issue and at the stores window so employees can choose the right gloves for the job.

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USC: What about the alarms that go off? Who do we contact to find out what the alarms mean? Alarms were going off on the pulp slab and the gatekeeper for the area did not even know.

MSC: We will take this back to the safety department to look into. These policies go through Wauna Safety Council and then are brought to Joint Standing Committee (JSC) to notify us. If there are any concerns, Wauna Safety Council (WSC) needs to address them. JSC is only to be made aware of the policy. Are you concerned that it is too premature to have the policy here?

USC: The Company has the right to create policy.

MSC: Going forward this is the policy until WSC and the Safety Department makes modifications.

USC: We would like to have a statement in the minutes that we do not agree with the glove portion of the PPE policy and that we will work it through WSC.

USC: Regarding the Trailer Loading and Unloading Policy, we have problems with this policy. The training on the policy is confusing. We've been told 2 of 3 items would work, wheel chock, dock lock or glad hand lock. No one on the Millsite is current on training. And how do we intend to train on this policy?

MSC: The training hasn't been developed yet. We have determined that if you are using the wheel chock and the dock lock, the trailer could still be driven away. You would still need to use the glad hand lock.

USC: This policy will be broken daily. Any policy like that is not a good policy.

MSC: The key to this policy will be in the training.

USC: We do not even know what is coming into the mill in those trailers. Their contracts state that they need to be clean, dry trailers, but they come in filled with stuff.

MSC: When this was brought up at WSC, we made the change to have security check the trailer prior to allowing it onsite.

USC: Thank you for following up on that.

Vacation Denials due to Set Ups

USC: According to the Standing Committee Minutes from 5/13/02, an hourly employee cannot be denied vacation when there are salaried move ups. We wanted to make you aware of this again to make sure that vacations are granted appropriately. Is it true we have not had any day at a time vacations granted all summer?

MSC: For 1/2/5 Paper Machines there was an agreement signed. The vacations are simply not being approved in the first place?

USC: Yes.

MSC: We will discuss this with Kay Crist.

Maintenance Vacation Policy

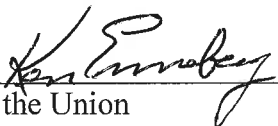
MSC: We updated the maintenance vacation policy. It is available on the maintenance web page.

USC: The only change was to Section 6 of the policy?

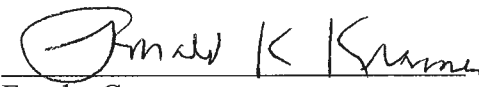
MSC: That is correct.

USC: That change is not acceptable. The thirteen days notice is only required for four workers. We need to discuss this further because we already see another problem with the policy.

Meeting Adjourned.



For the Union



For the Company