

Standing Committee
September 17, 2008

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

MSC: Ron Kramer, Frank Walsh, Chad Davis, Shawn Wood

JSC: Both

Grievances:

08-08: Brian Newcomer: Work Contracted Out / 08-66: Cory Stout/Phil Bauman: Nalco Pressure Wash

JSC: Company Responded at 3rd Step 09/08/08. The Union requested a 4th step on 9/15/08.

08-15: 1097 Mechanic Committee: Contracting Out / 08-25:1097 Mechanics Committee: Contracting Out / 08-26: #6 Converting, 1&2 PM – 08/09 Vacation Sign up Guidelines / 08-33: Supervisor Working – Electricians # ABT / 08-34: Supervisor Working: ABT Area Electrician / 08-35:Supervisor Working: Kelly Day & Kaufman – Line 6 ABT Palletizer / 08-43: Phone Contractor Work

JSC: Hold Timely pending Pre-4th Step Discussion between Ron Kramer and Vince Leonard.

08-16: Greg Trujillo: Floaters

JSC: Combined with Pending Arbitration

08-23: Don Calvert: Pulp Slab

JSC: Hold Timely: Referred to WSC

08-24: Roger Maki: Late Notice of Schedule Change

JSC: Company Awarded at 3rd Step

08-27: Danny Poe: 1&2PM Curtailment

JSC: Heard at 3rd Step 0/14/08. Mike Tompkins is still working on a response. Felt the need for additional time to study the issue.

08-60: Todd Thomason: Scheduling Issue

MSC: The Company has been unable to establish what bargaining unit work was done. We request additional information from the Union establishing what work was done.

USC: We will discuss further at Lunch and respond in the afternoon.

08-64: Staffing during PM Curtailment

JSC: Company Awarded at 2nd Step and Paid.

08-65: Pension Pay

JSC: This has been on hold pending the Union providing a copy of J.Castle's Pension Pay Slip.

Standing Committee
September 17, 2008

USC: This is a case of confusion about cap language in Schedule 56. We figure the pension pay is off by \$130/month.

MSC: Please provide the Company the person's name that has been spoken to in Atlanta.

USC: The Union agreed to provide the name of the contact.

08-72: Ron Satcher: Cancellation of Bid

MSC: We are following up on this, the bid was cancelled and the job was never filled.

USC: Then the company is violating the contract. This position has been filled for more than 6 months.

MSC: We misunderstood what was being asked.

USC: The company put a labor pool person in the position, trained them for two years, and made the job description for the bid match his qualifications.

MSC: We cancelled the position based on discussions in prior JSC meetings.

USC: We feel this is being used as a way to keep the labor pool employee in the position.

MSC: We cancelled the bid and will repost the position.

USC: You are not supposed to re-bid the position; you would review the existing bid, and pick the senior qualified person.

MSC: We understood that the Union was asking us to repost the position removing the unnecessary requirements under the belief that some bidders senior to Satcher did not sign up because they did not meet the qualifications. If the Union does not want us to do that, then we will use the old list and pick the senior person. The Company is flexible on how this is to be done.

USC: We will come back from lunch with an answer.

08-76: Richard Hermo: Final Rate Property Protection Rep

MSC: We have all the information back on the job analysis and will be meeting with Linda Raynor to discuss the job analysis. We are hoping that based on this, it can be sent to the Job Analyses board for a final rate determination.

JSC: Hold timely.

08-77: Brian Boothe: OT Scheduling during Training

MSC: There are two ways of handling scheduling when doing training. Once a person is moved up to train, if overtime becomes available in class they moved from, they do not

Standing Committee
September 17, 2008

make OT available to them. In Converting, we would retain the mate list in the lower job classification.

USC: What has been the practice for that area? Overtime goes in the job classification in which it occurs. If moved up, you would not have seniority rights to the overtime from where you moved up from. The person who is filling in your job classification has rights to the overtime.

MSC: Workers in the Kraft Mill think that training should be treated as if you were moving up for vacations. When you fill in for someone training, you retain the rights to OT in the higher classification on days off until the training is over and you work a lower or your blue slip job.

USC: When you move up for training, you fill overtime in the job classification following your call in procedures. The person training is on special assignment. The contract says overtime is in the job classification in which it occurs.

MSC: Converting has not always been filling the overtime this way.

USC: The guidelines are made by Standing Committee.

MSC: This is not in the guidelines of the Kraft Mill, it has been past practice. If they have been moved up for four days of training, they retain the rights to their four days off for overtime scheduling as if they were covering for a vacation. If they were scheduled for just a couple of days of training, they would treat it as if it were moving up to cover a floater.

USC: The company should make every effort to schedule overtime within the classification.

MSC: this group needs to make a decision based on this grievance.

USC: Based on this grievance and the supervisors answer, this grievance should be paid. From this point forward throughout the mill we should schedule based on the contract. If you train the majority of the week, three or four days, it is treated as if you are moving up for vacation. Otherwise it is treated as if covering for a floater.

MSC: We can make this decision but perhaps we should proceed slowly in making this a ruling.

USC: This grievance should be sent back to 1st step. Then we should look at all the scheduling guidelines throughout the mill and try to create a guideline that is consistent throughout the mill.

MSC: We will pay this grievance at first step, and we will put together a meeting that has standing committee, schedulers together to work to a consistent guideline.

Standing Committee
September 17, 2008

USC: Who will make sure he will be paid.

MSC: The area supervisor will do that.

08-74: Ron Jones: Maintenance Scheduling

MSC: This grievance is about coverage for the 3rd and 4th of July. We wanted coverage throughout the mill with workers that could handle roll changes and other specific tasks that would help keep the mill running. The employee feels he should have been one of the six employees selected.

USC: We sent this to third step. If they just wanted someone to do a roll change, the employee would have been qualified.

MSC: The coverage people we wanted needed to be capable of leading a roll change with inexperienced workers. The employee is on light duty and has never been scheduled for general mill coverage.

USC: The employee would have been qualified. When the overtime was given out, people were selected individually and the whole crew was not addressed.

MSC: Where is the contract violation? Are you saying we can not determine who to schedule for overtime? Why would we put an employee who is on light duty on the job when they could be re-injured?

USC: The employee was on restrictions not light duty. Everyone on the crew has been involved in roll changes.

MSC: Involved but not lead roll changes. What do you think would resolve this?

USC: When you need volunteers to work, you would use seniority as the tie breaker.

MSC: Not skills?

USC: Everyone on the crew has done roll changes.

MSC: There are some highly skilled workers who could lead the roll change with a safe efficient job with inexperienced workers. We tried to spread out the overtime by each area so that there was a highly skilled person from each area, who could lead the rest of the workers from the other areas who are unfamiliar with the equipment in doing the job. In the past, we did not schedule people to cover the holiday. We did this as we have been having trouble getting maintenance department employees to come in.

USC: My understanding of this employee's restrictions is that he would be able to do the job.

Standing Committee
September 17, 2008

MSC: When we spoke with the employee he was frustrated that he was not asked to work the job.

USC: When the employee returns, it should be discussed with him again to try and reach a resolution.

JSC: Hold timely until the employee can speak with the maintenance manager regarding the grievance.

08-78: George Brajcich: Contracting Annual Shutdown Work

USC: This grievance is because of failure to notify when doing contract work. This was brought after the job had been already done. The local would like to be made whole because this is a clear contract violation.

MSC: What do some of these pages mean in the grievance?

USC: The pages are minutes from JSC that states the company will cease to schedule routine maintenance with contractors.

MSC: Going into the annual outage all of the work review sheets that were attached, were reviewed by the crews but never got taken to the Mechanics committee due to the confusion of the supervisor leaving during the outage. When the area superintendent discovered them, they brought them to mechanic's committee. There was some work that was done with the contractor and employee for Atlas Copco which is something that is normally done here. Other jobs like the fiberglass work wouldn't be done by our workers. The kiln work was temporary overload due to the outage. To resolve this, you are looking for wages for employees who worked during the time period for labor? Thank you for attaching the minutes from JSC that outline this agreement. There will be times when we miss notification. What happens when that occurs?

USC: Then they should pay the grievance.

MSC: What is the burning issue? Some of this is not local work.

USC: It is all our work except those jobs excluded by section one.

MSC: It is not clear what you are asking for in this grievance.

USC: Every job in the mill except those excluded by Section One belongs to the Local 1097. This work needs to be reviewed through Standing Committee.

MSC: This was not done intentionally it was caused by a Supervisor leaving the company. It is hard to make the leap from someone not doing their job to writing a check to employees.

Standing Committee
September 17, 2008

USC: This is an ongoing issue. With all the new supervisors, they are not notifying us when work needs to be contracted out. In the agreement it states that contract work will be reviewed.

MSC: We have been making a lot of progress with our notifications. This will not be done all of the time, but there will be some notifications that will be missed. Our intention is to notify you.

USC: We understand that for some of the work during the outage, we simply did not have the manpower. But the notification is an issue. Supervisors need to know that they have to bring notification of contract work prior to the work being done.

USC: We are moving this to 3rd step based on the reasonable person test. We are not going to water down our contractual language.

MSC: We understand where you are coming from. During the outage there was a substantial amount of contracted jobs, so we can see that something would be missed.

USC: The history that has led up to this situation shows that there is an ongoing problem. We expect the employees bringing in contractors to follow the procedures.

MSC: Why is it so difficult to have the notification done? It seems to be a time consuming process to do the notification.

USC: We feel that work is contracted out to save time by not planning out the job.

LUNCH BREAK

08-72: Ron Satcher: Cancellation of Bid

USC: Fill vacancy with Senior Qualified from the original bid.

MSC: Wouldn't we want to go back and make sure we are comfortable with the original posting wording.

USC: If reposting, should send a letter to original bidders saying we will repost. What would the qualifications be?

MSC: 3 years firefighting experience with all other qualifications changed to willing to train in those areas.

USC: What about the senior bidders they might be angry?

MSC: We could transfer those bidders to the new job posting.

USC: That would be the fairest method.

Standing Committee
September 17, 2008

MSC: We will notify the supervisor for the job.

08-60: Todd Thomason: Scheduling Issue

USC: This grievance should go to third step for resolution.

MSC: We are still asking for the details of what bargaining unit work was done by the supervisor.

USC: Our proposal for resolution is to pay the grievant 8 hours at his blue slip rate to make him whole.

MSC: How many hours did he work that day?

USC: He worked 12 hours. On a non-president basis, take it to 1st step; pay him 6 hours straight time.

Company caucus.

MSC: We will pay the 6 hours and work with the supervisor to try and prevent this in the future.

USC: There are a lot of modifications to that area that require a person to be there.

MSC: We will work with the supervisor.

08-78: George Brajcich: Contracting Annual Shutdown Work

USC: We want to move this grievance to the third step. We will approach the discussion with a reasonable person attitude. We will bring the most recent issues up.

MSC: Isn't there a way to prevent this from being such an issue?

USC: Yes. Just hire more maintenance folks.

08-79 – Mike Gwinner: Staffing on PM 1&2 during Multi-cut Trim

USC: When there are circumstances where extra employees are needed, there seems to be a communication gap and the extra resources are not provided. We are not talking about everyday; we are talking about specific events when extra help is needed.

MSC: The supervisor is answering the grievance by requesting more information.

USC: There is a breakdown in communications on 1&2 PM. There is poor communication between crews and management.

MSC: What does JSC want to do? We think this should be pushed back to the supervisor and ask them to meet on this issue. We do not feel there is enough communication between them on this issue.

Standing Committee
September 17, 2008

USC: Those specific times when extra help is needed, the machine tender and management should communicate when extra help is needed.

MSC: There is not enough information at this level to make a decision. This should go back to the supervisor and the shop steward.

JSC: Hold Timely until Supervisor and the Shop Steward have a chance to find out more information and discuss it further.

Issues:

Fire Hall Job Posting

JSC: Per the 08-72 grievance discussion.

Job Analysis Update

MSC: We will be meeting with Linda Raynor tomorrow to get this program going again.

Quality Lab Scheduling Vacations

USC: There are too many side agreements. The employees are being allowed to determine their own vacations.

MSC: The manager is working on a proposed ladder change that may alleviate this situation.

Additional WSC Member

USC: WSC is asking to split up ABT and 6/7 PM into two different positions on WSC.

MSC: Is there any issue with this?

USC: There is no issue with us.

MSG Crew Status and Relief Supervisor

USC: The 60-day extension has ended. Have there been any decisions made about supervision?

MSC: We are very close to making an announcement. Please allow one more week.

Wood/Scrap/Tool Usage at Home

USC: We used to be able to take scrap home with us. We are asking the current mill manager to re-look at this?

MSC: What would stop the employees from going during their work areas, to dig in the scrap area while they are supposed to be working?

Standing Committee
September 17, 2008

USC: When the rolls come in, millwrights take the wood wrap off the rolls. It is hard to see that good quality work go to be burned as fuel. The use of tools has been granted in the past. We used to be able to sign a waiver to take it home.

MSC: There is a concern about tool usage at home because of the liability. This may be a Georgia Pacific policy not a Wauna Mill policy. If that is the case, the mill manger would not be able to change that.

Clock Room Call List – Be specific when calling

USC: When employees are being called in, they need to know what job they are being called in for. There was a situation where someone was called in to their department but was doing a different job, at a laborers rate. They got called in because they signed up for the extra work board.

MSC: We are not sure what information the clockroom is getting to pass on when they are asked to make calls. We would have to look at that further.

Fire Watch/Hole Watch Wage Rate

USC: We think Fire watch and Hole Watch should be paid at an employee's blue slipped rate.

MSC: It depends. If you are laid off and coming from labor pool you would be paid the base rate. If you were moved from your regular job by the Company, you would be paid your blueslip rate. For example, if a mechanic was called in to do fire watch they would be paid their mechanic's rate. If we called a mechanic in we would tell him the rate of pay they were going to receive. If this was "extra work" being offered on a volunteer basis, the rate would be established up front and a person signing up for the work would be accepting that rate of pay.

Pulp Slab

USC: The filling of the jobs in the progression ladders, if labor pool people have filled these jobs for more than 6 months, the jobs needed to be posted. They are going to a one person job in that area.

MSC: Was this a relief position or a fulltime blue slip position?

USC: The positions were eliminated.

MSC: This is the same position that was referred to WSC?

USC: WSC hasn't gotten to it yet. They should add that position back. The contract says that if it is filled for more than 6 months it should be posted.

MSC: Is the job a relief position?

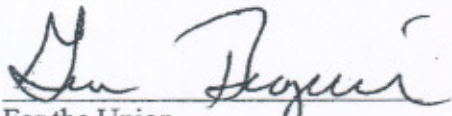
Standing Committee
September 17, 2008

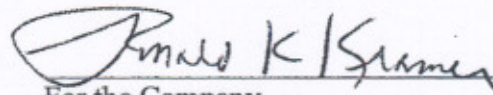
USC: It doesn't matter if it is a relief or not. We are asking to have the position filled permanently. Using the 6 month rule, jobs need to be posted if labor pool employees are being constantly used there. Examples to look at might be the storeroom, fire department, pulp slab, MSG department and shipping.

MSC: We will speak with Kay Crist to see if there are positions like this that have not been filled.

USC: We have been bringing this up for two months.

MSC: We will look into this.


For the Union


For the Company