

Joint Standing Committee Meeting Minutes

Sept. 21, 2011

Attendance

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

MSC: Chad Davis, Dave Hathaway, Ram Manthe, Spencer Drolette

Notes on Past Grievances

11-1 - #6 Fabric Change: Hold Timely same as #10-20 need guidelines

11-16 – Contractors, dust collection: Grievance denied by the Company. 4th Step Arbitration letter

11-21 – Unitizing Job Duties: MSC offer to pay grieving party and others signed off on job duties on non-precedent setting basis to settle grievance. USC Look into another Ec. Hold timely

2nd Step Grievances

11-29 – 1/2 PM Lack of Pulp

Combine with 10-62 and 11-12. Move to 3rd step.

11-30 – 3/5/9 Shift move-up

MSC: Explained new work process in 3/5/9. Entitled to rate of pay for blue slip job code. Company maintains rights to decide job duties and responsibilities (sec. 24 B1). Union has right to request job analysis.

USC: Position that guidelines need to be accessible to employee. Request for updated job descriptions when changes are made. Providing the associated documentation will close out grievance.?

Ram needs to bring RRE's

11-31 – Kraft Mill OT

MSC: Proper Kraft Mill guidelines were followed.

USC: Will investigate further. Hold Timely.

11-32 – Call Time

USC: Position that “scheduled out of the mill” is different from being off the schedule.

MSC: Company intent with negotiated call time provision was to apply to planned out the mill vacancies regardless of whether or not they appear on the schedule. Grievance Denied.

3rd step

11-33 – 11-36 are at 3rd step but JSC had a general discussion of understanding

11-33 – Contracting out notification

USC: Position that proper notification needs to be provided and with more information, to maintain original intent to protect jobs of 1097 workers.

MSC: Will consider ideas brought forward in discussion.

11-34 – Mtce Clean List

USC: Position that clean list no longer exists after contract ratification.

MSC: Company agrees that the clean list is not part of negotiated agreements carried forward after last 6/3/2011 contract ratification.

11-35 – 15 minute pay rounding

USC: Position that additional clocks were provided for employee’s convenience. 15 minute pay rounding should have been negotiated because it is a past practice.

MSC: 15 minute pay rounding ensures EE’s are paid for time worked and it’s consistent with the negotiated 7-minute rule.

USC: should be brought to SC to avoid grievances

11-36 – Removing discipline from P-file

USC: Double standard because different lengths of discipline in EE’s files.

MSC: Double standard because union requests retroactivity for this grievance, while grieving the company’s action against retroactivity for other grievances. Company holds that the date of ratification should be the dividing line.

Appeal Discussions

A11-03

MSC: Agreed to mitigate discipline to reprimand.

USC: Grievance resolved

Agenda Items

-Union requests posting JSC minutes (or a link) on company intranet. Brought forward possible option to separate minutes intended for standing committee and minutes intended for all 1097 employees.

-Union submitted request for start time change for outside E&I. Company will review request.

-Company requests narrowing scope of current information requests for south converting and maintenance.

USC: done

-Union asks company to revisit awarding welding allowance on the premise that it is a past practice. Union proposes possibility of changing the award amount. Company will review and respond

Meeting Adjourned



Union Representative



Company Representative