

# JOINT STANDING COMMITTEE MEETING MINUTES

January 18, 2006

## Members Present:

**USC:** Rick Erickson, Larry Reandeau, Ram Manthe, Ron Jones, Paul Burgher, Curt Ollila

**MSC:** Ann Fleck, Scott Beckstrom, Shawn Wood, Frank Walsh

**JSC:** Both

## Agenda:

- **Grievances:** 05-15, 05-19, 05-20, 05-21, 05-22, 05-23, 05-25, 05-27, 05-28, 05-29, 05-30 thru 05-68, 05-69, 05-70 thru 05-73, 06-01, 06-02, 06-03, 06-04

- **Other Items:**

1. #6 Paper Machine Jury Duty
2. 10-Hour Shifts for E&I Maintenance
3. Shoe Allowance
4. Contract Book
5. Set-Ups
6. Employee Bumps
7. Blue Slips Dates
8. Work Week
9. Vacation Hours for Retirees/401(k) - Part 1
9. Vacation Hours for Retirees/401(k) - Part 2
10. Shipping Freeze
11. Maintenance Vacation - Part 1
11. Maintenance Vacation - Part 2
11. Maintenance Vacation - Part 3
12. Safety Coordinators
13. Light Duty
14. Disability Letter Timing
15. Disabled Employee in Converting
16. November JSC Minutes
17. Cranes & Elevators Crew

## Grievances:

### 05-15: Rate of Pay

MSC: Still working on flow chart. Hold timely.

### 05-19 – 05-21: Tool Lending/Access to Shops/Beach Access

MSC: Setting up 4<sup>th</sup> Step meeting with Joe Hertig. Working on a Beach Access form to allow controlled access to the beach.

USC: Will consider grievance 05-21 resolved when the form is issued.

**05-25: Scheduling**

USC: Employee says he hasn't been paid.

MSC: Has been turned into Payroll to be paid as an adjustment.

**05-27: Maintenance Call-In**

USC: Concerned about lack of training in Converting. Can you share what has been done?

MSC: Working on issue from two directions. 1.) On the job training with expert and trainee (Heritage Converting). 2. In #6 ABT Converting will send one employee to outside training and will use him as the mill trainer.

USC: Would like to have the training documented. Any thoughts about replacing Wonderware programming?

USC: Considers the grievance resolved.

**05-28: Discipline**

USC: The issue is that the employee did not realize he had an injury until the next day, and was then given a reprimand for late reporting. Same shop steward had another employee file a late report and that employee did not receive any discipline.

MSC: The employee who was not disciplined wasn't given a reprimand because the injury date occurred prior to the mill-wide communication on accident reporting. The injury occurred on 7/25/05 and the millwide communication regarding the expectations around accident reporting did not begin until 8/8/05. The standard discipline is a written reprimand for late reporting.

USC: Asks that SAC review the accident reporting timeliness rule.

USC: Grievance withdrawn.

**05-29: Domestic Partner Benefits**

USC: Continue to hold timely.

**05-22, 05-23, 05-30 thru 05:68, 05-70 thru 05-73: Maintenance - Contracting Out**

MSC: Handed out historical info (Maintenance Employee Headcount & Contracting Work table) which shows Maintenance employee trends. Based on this data target headcount is 205 employees. Currently, this will require hiring 8 new maintenance employees, which has been approved. We have started the process of looking at out internal candidates and recruiting externally for journeymen. Also, we had two new electricians start at the mill during the end of December.

USC: Concerns are we are not looking to hire enough employees to fill expected retirements in April. In the past we have filled positions as people vacationing out.

MSC: No, in maintenance we hire replacements once folks are actually off the payroll. There is a difference between hiring off the street and promoting out of the Labor Pool in operations.

USC: So, if there are qualified employees in the mill we can move them into the maintenance group if they meet the qualifications?

MSC: Agrees. We have the approval for 205 maintenance employees. We will hire against that number, whether it's from inside or outside the mill.

USC: Will still like to take to 3<sup>rd</sup> Step to discuss further.

**05-69: Labor Pool Layoffs**

USC: Will take to 3<sup>rd</sup> Step after the data is collected.

MSC: Putting data together on the period in question.

USC: Wants the department/mill seniority lists posted per the contract. Also, wants to be notified of any layoffs in the future. USC understands that management agrees in principle to make employees whole. Details are being worked out.

**06-01: Denied Shift Trade**

USC: Don't like how the grievance was answered. There should have been an explanation as to why the grievance was denied. However, recognize that shift trades can be denied.

USC: Grievance withdrawn.

**06-02: Incorrect Shift Trade**

JSC: Hold timely.

**06-03: Denied Overtime**

USC: The issue is that the employee was not contacted even though the employee was at work.

JSC: Hold timely.

**06-04: Incorrect Call-In**

USC: Hold timely.

**Other Items:**

**1. #6 Paper Machine Jury Duty**

USC: Earlier, the decision was made to make employees whole for jury duty if they were excused after 11:00 a.m.

**2. 10-Hour Shifts for E&I Maintenance**

USC: Are there any issues?

MSC: Have had a few issues around communications, but nothing serious. We are tracking overtime and call-ins by hours and percentage. The trial continues.

### **3. Shoe Allowance**

USC: Increase effective January 1<sup>st</sup>, but it isn't reflected in EPSS. 2006 posting not shown with new balance.

MSC: Will follow-up.

### **4. Contract Book**

JSC: New book will be printed.

### **5. Set-Ups**

USC: Understanding is that the employee in question is going to retire out under S&A, not move-up.

MSC: Correct. The employee was set-up during last year's down, then returned to Special Assignment. With some recent changes in the organization, the employee was temporarily set-up again.

USC: Agreed to special assignment, not move-up. Wants the employee moved back to Special Assignment, S&A or back to his tools.

### **6. Employee Bumps**

USC: Employee was bumped out of the Pulp Dryer into Quickstock. Then due to recent changes the employee was bumped into a relief position. USC wants the employee to have bump rights to other jobs since the relief job isn't a permanent position.

MSC: Agrees for this employee and the other employee in an identical situation in shipping only.

### **7. Blue Slip Dates**

USC: Blue Slip date as of when the employee started in the department,

MSC: This isn't the way it has been done. It is based on the end of 60 day probationary period.

USC: The issue is language says when you take the bid, not the day you are Blue Slipped into the department. For a period of time in the early 1980's blue slip date was the start of the employees date in the department. At some point during the 1980's it was changed to the end of the probationary period. The date on the blue slip is the date into the department.

JSC: We will continue the practice of Blue Slipping at the end of the probationary period. In cases of multiple bids for the same department in which employees do not complete the probationary period in order of their seniority due to unforeseen events, these will be evaluated in a case-by-case basis to ensure seniority is correct.

### **8. Work Week**

USC: Handed out definition of work week from the Standing Committee minutes of 7/14/1993.

### **9. Vacation Hours for Retirees/401(k) – Part 1**

USC: Would like to change/clarify the language as it pertains to vacation hours for compressed work week to reflect actual compressed work week hours.

MSC: Will follow-up and respond.

USC: Would like 42 hours accredited to hours worked for compressed workers.

### **9. Vacation Hours for Retirees/401(k) – Part 2**

USC: Would like the option for employees who are retiring to be able to put their vacation pay into their 401(k) and not pay taxes on that money.

MSC: Will follow-up and respond.

### **10. Shipping Freeze**

USC: Employee got a letter from his doctor restricting his duty for 30 days. This was passed off as a freeze for ~ 5 years. There is no signed paperwork through the Standing Committee. Several other employees have moved around the employee in the progression ladder.

JSC: Does not recognize the freeze since it wasn't agreed to in the Standing Committee and do recognize that employees who went around him are senior.

### **11. Maintenance Vacation – Part 1**

USC: For maintenance employees people who are denied vacations during the initial sign-up period are not left on the list during the 2<sup>nd</sup> sign-up period. When an opening does occur, the senior employees don't get a chance at that week. Plus, need as much advance notice as practicle. Asking that maintenance follow the policy when scheduling.

MSC: Will follow-up and respond.

### **11. Maintenance Vacation – Part 2**

USC: Current guidelines allow ~21 vacations per week. When an employee retires and vacation out their vacation should not be included in the vacation allowance.

MSC: Will review and respond.

### **11. Maintenance Vacation – Part 3**

Since the maintenand crews are all multicraft, want to have vacation based on all mechanical maintenance rather than current craft.

MSC: Will review and repond.

### **12. Safety Coordinators**

JSC: Agrees that these employees can be called in to work their normal jobs once all other options are tried. (Use this option before we split shifts - generally on weekends.)

### **13. Light Duty**

MSC: Will review and respond soon.

**14. Disability Letter Timing**

MSC: With S&A benefits going to 36 weeks, we would like to send the letter instructing the employee about how to begin the Disability Retirement process from 6 months to 3 months. This will give the employees in this type of situation enough time to get their financials in order prior to running out of benefits.

USC: Agrees and appreciates the early communication to employees.

**15. Disabled Employee in Converting**

MSC: The employee did not meet requirements of PCE. The employee's doctor has concurred with the PCE. The employee bid for three other jobs. If the employee can not meet job requirements, the employee will be terminated.

USC: Understands.

**16. November JSC Minutes**

MSC: Would like to modify minutes from the November meeting.

USC: No.

**17. Cranes & Elevators Crew**

MSC: Still having issues getting employees in during their off hours. Have gone back to the crew with needs/expectations. Since that we have had another problem.

USC: Were others with skills called?

MSC: No. Finally had Shift Electrician fix. This problem needs to be corrected - either with the crwes coming in, contracting out the work or some other option We are asking for the help of the USC.

USC: Will review and respond.

**Next Standing Committee Meeting: February 15, 1006**

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