

Standing Committee
October 2, 2009

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

MSC: Ron Kramer, Tom Day, Frank Walsh, Ross Procter

Agenda Items:

Maintenance Department Electrical Rooms Substations/ SWP Responsibilities

MSC: When there is a Safe Work Permit (SWP) there needs to be two electricians to sign off on the SWP. There is now a SWP that states "For jobs that include work inside and outside of an Electrical Room or an open MCC a single SWP may be used, but it must be reviewed by the electrical department for the work inside an MCC boundary and by operations for the work outside the MCC boundary and jointly signed off as owners."

USC: There needs to be training on this change.

CDL License Requirements/40 Day Extension

USC: We are seeing a trend of people bidding on jobs and as soon as they can do a small portion of the job they are being put to work on the items they can perform. When someone goes into the yard crew, obtaining their CDL is a priority in their first 60 days. We do not want to make the need for an extension to obtain their CDL a trend. We want people to finish their training in and obtain their license in the 60 day probationary period. It is the company's responsibility to get their training done.

MSC: What does it take to get the CDL?

USC: You take the written test, and then the driving test in the vehicle you will be driving.

MSC: Why would there need to be a 40 day extension? Is there some timing guideline that does not allow someone to get a license within a certain number of days of getting their permit?

USC: There are contractors who can do CDL training outside of the DMV.

MSC: The employee has to arrange with such companies to do the driver's test with their equipment. Our mill equipment cannot be taken off the Mill site. It can be arranged in the 40 days.

USC: But this person will not be the only one on the yard crew. We believe there are two more bids after this one that could have the same problem. We grant the 40 day extension, but make sure we minimize these exceptions.

Safety Coordinators:

USC: One of the main stumbling blocks is that safety is an administrative function.

MSC: Are you saying it states that?

USC: The very first proposal we had said that safety is an administrative job not local 1097 work. Originally the Safety Coordinators were to be a package deal with PEO positions. We

Standing Committee

October 2, 2009

had an agreement prior to that for 5 positions to be bid, and jointly selected by members of the Joint Standing Committee before the package deal was presented.

MSC: We understand this issue has evolved somewhat.

USC: We see a need for and want the safety coordinators. We just do not agree that safety is all on the company.

MSC: Some work on safety related matters is administrative. If we can find a way to express that overall safety is a joint responsibility, would that do it?

USC: You have a lot of union employees that are very passionate about safety. When we read that proposal it was offensive. Employees spend their time off in the mill working on safety. Management will not let it go through without that verbiage.

USC: We have taken the original proposal and have come up with our own proposal we would like to give you based on what we would like see as safety coordinators.

Hazardous Materials Handler:

USC: When we had a yard crew, we had a Hazardous Materials Handler. Now this function has been given to the storeroom. The yard crew does not fall under job analysis. The storeroom does. We think this is a new job or new duties to a job that already existed. If that is the case, it should have been looked at a year and a half ago.

MSC: What classification is doing it now?

USC: He is a hazardous materials handler and is responsible for more than when it was under MSG.

MSC: Did we post a new job or did we take a person and add those duties to them?

USC: We believe that the responsibilities were moved to the storeroom and that two MSG workers were moved there. We are not sure if the MSG workers bid there.

MSC: Are you requesting a job analysis?

USC: We need to find out from Kay Crist if they bid there.

MSC: How they got there doesn't matter.

USC: We will have them fill out a request for job analysis.

Standing Committee Minutes:

MSC: Can we approve the minutes from July? All we want to do is tell the employees that we have the right to deny the requests for flexible hours or days off.

Standing Committee
October 2, 2009

USC: At first supervisors told us that they were told to deny them. You are putting our workers into a catch 22 situation.

MSC: We want to get where notification is timelier. We are not sure what you want us to put in the minutes.

USC: We are asking you to put what was said.

MSC: We do not have an issue with you pushing back, but we believe we have the right to deny the requests for flexible hours and days off.

USC: We believe this is a unilateral change without notification. The problem we have is that you said you were denying them.

MSC: We don't believe that we have violated any of your rights as documented in the labor contract.

USC: It was from a 1946 Labor Agreement and was discussed as a privilege that would allow people to make appointments as long as it does not affect their work. We see it as beneficial to the company. Workers adjust their appointments to be available during downs. We've been told that these considerations are no longer allowed.

MSC: We will have to talk about it. We do not think that either party wants to dictate what is in the other party's Standing Committee Minutes under the lines labeled as MSC or USC.

USC: At that point and time, your supervisors were being told to deny them. It needs to show that in the minutes. Since then, it has changed a little bit.

MSC: We've heard your request. We don't agree to change what we offered up to you in the last draft. We request that you look at the August and September Minutes so we can at least move ahead and get those approved.

USC: We both tweak the minutes. We've never viewed coming in early and leaving early as a problem. If the company saw it was being abused, have the frontline supervisor deal with it. We understand the need for a schedule and scheduling compliance, as long as work is being done and it is of value. We are sorry if it downgrades how scheduling is perceived.

MSC: When corrections are made to policies, the pendulum may swing too far in the opposite direction. When an employee needs time off for business of a personal nature, they should use floaters to get it done.

USC: We would like to notify the Company before hand so arrangements can be made. We've also been told FMLA is also available to miss work. We just worked with an employee who we encouraged to turn in FMLA for a dental appointment but he was told that he could fill out the paperwork, but it probably would not be approved.

Standing Committee
October 2, 2009

MSC: We do not think dental appointments are covered under FMLA provisions unless it has become a medical issue where it will be necessary to miss work.

USC: This is why we have it in our contract.

Employee on 1&2PM

USC: Originally the employee was scheduled to work on his regular scheduled day of employment as a fourth hand on #2PM. The Fourth hand on #1PM was in on overtime. #2PM was curtailed for the weekend because the Kraft mill was having problems. The employee was called at home and told not to come in by the clockroom. Then next morning, the clockroom called him and asked him to come in to work on his regular scheduled shift, but not his regular scheduled job. We do not believe the employee was paid correctly. Should he be made whole for that day? Should he be paid a call time for being called back in? He was paid just for the time he was working. The employee feels at minimum he should be made whole.

MSC: We will contact the supervisors in the area. We can have Kay Crist answer how she feels it should be paid and then if you do not agree it could go to grievance.

Staffing on PM6&7

MSC: The new LGV project will affect staffing on B-Pool. It will eliminate 8 B-Pool operators which we discussed when we were moving labor pool employees into the machines. This was part of the capital project justification process. We are working and testing the LGV's in that area which could go into Monday and Tuesday of next week. We thought we would be able to discuss this at the other standing committee meeting held on 9/16/09 but we ran out of time. We've told Kay Crist to schedule short in that area given the LGV's are coming on line.

USC: We've been fighting with you on blue slipping labor pool employees who are working as vacation relief. Are we talking about eliminating those people or other people?

MSC: We will have to talk to Kay to confirm this.

USC: We know you are trying to justify the LGV project. We are concerned that if you take the staffing levels down to the numbers you want, it will be a safety issue. We started the machine with 8 people but you have lowered it down. On down days we have to rely on workers from other areas. Even with the LGV's running it has created more work. The operator will have to load 30 trucks a shift putting 14 slip sheets in each trailer.

MSC: We are not shipping more tons of paper than we were a year ago. It is roughly the same. The LGV project is looking like we will be eliminating these 8 positions. You might see schedule changes next week. We are looking at eliminating 4 on 6PM and 4 on #7PM. We would eventually go to 2 per shift on #6 and 1 per shift on #7PM which was the benchmark staffing we discussed.

USC: We will have a problem if you still schedule in 5 labor pool.

MSC: Labor pool should only be there for covering vacations, FMLA, training needs and day to day absences for sickness.

Standing Committee

October 2, 2009

USC: In the Local 1097 Labor Agreement, in Section 24 under Seniority, Item D on Transfer Procedures, Number 1A states that if a job has been filled uninterrupted by six months it needs to be bid.

MSC: We understand your position, but maintain that the labor pool employees in there are only filling vacancies that it is appropriate for the labor pool to fill on a temporary day to day basis. We do not believe that violates the intent of Section 24.

HHT Curtailment

USC: We went through the bumping for curtailment. We have someone running a winder who is a labor pool person. Labor pool should only fill the bottom position. They should not fill the upper positions. During the curtailment the trained people were sent out to labor pool. A labor pool was brought in to be a helper. Then he was moved up to the winder position. You cannot do that; the position needs to be covered with overtime.

MSC: We have given extra vacations out in departments and used labor pool to cover those positions above the bottom job.

USC: That is wrong. They should only be the bottom of the ladder. You should have enough people in the department to cover the positions. You have to exhaust all your options before you can use labor pool. Vacation reliefs are able to move up.

MSC: Where does it say that in the contract?

USC: You have to fill the vacancy where it exists.

MSC: We are trying to cover these positions without loading people down with overtime. These people are trained and signed off.

USC: You are right, the employee is trained. But you cut that job and then have brought him back as a labor pool. At the Halsey Plant, the workers there do not have to work on their days off. What they do is have extra people in every ladder and if they do not need them they use them to break out product. They feel that it degrades safety to work the overtime. The employee has not left the department since January.

MSC: But he's been on different crews.

USC: Vacation reliefs could be moved from crew to crew and move up through the progression ladder because they were part of the department. If they were not needed they could be moved back to the labor pool.

Schedule Posting

USC: The Schedule is being posted late. It needs to be posted by 3pm on Friday. It has been posted at 5 or even 10pm. If it is late, the company is obligated to notify those employees whose schedules have changed from the preliminary.

MSC: We have been discussing this and will work through it.

Transfers from Coos Bay Mill

USC: There are some transfers from Coos Bay that have been hired. It was understood that they would still have a probationary period but not the probationary rate.

MSC: Did you look at the offer letters they have received? It covers the rate of pay.

USC: We had agreements that they would not receive the decreased rate.

MSC: We do not know of such an agreement.

USC: We will find the agreement.

Electronic Ear Muffs

USC: We have employees here in the mill that need the electronic ear muffs. They have been told that we will not longer have them in the medical office. We are requesting that you still make them available for safety issues. If they wear hearing aid devices these ear muffs enable them to communicate without having to take them off.

MSC: How did they find out they were no longer available? When they went to the medical office?

USC: Yes.

MSC: We will have to look into it.

Maintenance Vacation Policy

USC: When vacations are requested in a timely manner, are you saying my supervisor is not being notified?

MSC: Define Timely

USC: During vacation sign up, or through the EPSS system.

MSC: The only time is when it is less than two weeks. On those occasions we are asking you to go talk to your supervisor.

USC: Then let's have a document that reflects that. Someone can see that there are open weeks and put in for the vacation. You are asking them to go talk to their supervisor about it?

MSC: We are asking that if that vacation is in the next two weeks to go talk to the supervisor.

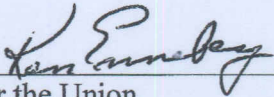
USC: The problem with the system is that the vacations are submitted to Linda Castro.

MSC: Before you put it in the computer talk with the supervisor. That is all we are asking.

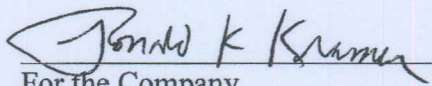
USC: We just wanted to be clear what needed to be done.

Standing Committee
October 2, 2009

Meeting Adjourned.



For the Union



For the Company