

Standing Committee
October 8, 2010

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

MSC: Erik Wilson, Ron Kramer, Shawn Wood, Ian Dieter (Mike Tompkins was present during the third step presentations)

Safety

Grievances:

USC: Last Standing Committee you mentioned the timeliness of filing grievances; 10-41, 10-42, 10-43. These Grievances were sent with 10-40 on 6/30/10 by the union secretary.

09-69: Charles Gallagher – Written Reprimand

MSC: Union requested third step on 6/24/10.

JSC: The parties discussed this grievance at third step during this meeting.

10-37: Local 1097 Mechanics committee – Contracting out during Annual

MSC: Request for third step meeting on 6/16/10.

JSC: The parties had a lengthy discussion of this issue at the third step during this meeting.

USC: We withdraw this grievance.

10-44: USW Local 1097 – Staffing Levels

MSC: The Company responded in writing to union on 9/23/10. We wanted a discussion of the response. The Grievance was for not filling positions in timely manner. Through the discussions, we focused on vacation reliefs.

USC: It has been your right now, if a day off to day off vacation is taken to give them 12 days off but if you do not need them back then, you can have them come back later.

MSC: So we have to give them 12 days but can give them more than that depending on scheduling and coverage needs?

USC: Yes. You also have the option to shorten that if it is mutually agreeable by both parties. The new vacation guidelines stopped the ability to move vacations. Now there are only two options day off to day or Monday to Sunday. Vacation reliefs are able to train up into the ladder but that is not being done. When the bottom rungs are being filled with labor pool it is hurting the company because you are not able to train them to move up the ladder to cover vacations. This was grieved in 2008 also but at the time it was only happening on #6PM.

MSC: Kay Crist has joined the conversation. The issue with vacation reliefs is allowing them to take day off to day and bring them back to a crew. The reliefs have a dedicated home crew. For example when a relief on A crew goes on vacation and then comes back and there is no one gone on A crew. If the vacancy is on another crew then you have to cover them with overtime. We

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would like to move someone on the permanent ladder to another crew to cover the vacancy in another crew if we have to bring the relief back to A crew.

USC: You also have the right to bring the vacation relief back and have them work four night shifts or four day shifts based on what your need is.

MSC: Because we have a maximum of two days by doing the day off to day off vacations it ties our hands with scheduling.

USC: Why do you have the maximum of two days?

MSC: We could do more but it really makes it hard for the worker when they are missing that many days on a paycheck.

USC: The reality is that you will never get rid of all the overtime. You could schedule more than one relief on a crew if you could see a situation coming where you would need more than one person covering a vacancy on the ladder.

MSC: We need the support of the union in those instances where we have to move people to other crews to cover a vacancy.

USC: You have always had the rights to add extra days to the vacation to bring someone back to the right crew. You have always had the rights to move the reliefs to another crew in order to cover vacancies. We cannot agree to moving senior operators to another crew to cover vacancies. A big part of this problem is when the vacation guidelines were constrained so tight that you could only take two types of vacations. Employees were no longer able to move their vacations to help out with scheduling. We've also taken away the option of day at a time vacations. The person taking day at a time was only able to have four days away not twelve. We also think training is the issue. Employees are not trained to move up on shift.

MSC: By senior employees you mean all the regular employees not the reliefs?

USC: Yes, It has been done before. You've had the right. Reliefs are the reliefs. We understand that you have to give them twelve days, but may need to give them fourteen or sixteen days. We understand that you have to have some flexibility there. We could support as a last resort moving the bottom permanent position on the ladder. We would also like to have the flexibility of scheduling vacations midweek. Allowing day at a time vacations also lets employees be gone for a shorter period of time.

MSC: Can we limit the number of day at a time vacations during the week?

USC: If you have a maximum of 4 people on vacation during the week, you have to cover 12 days. That allows you to let 4 day at time vacations with no extra cost to the company.

MSC: We would not want all our operators gone at the same time.

USC: You would have to develop guidelines to limit it.

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MSC: We would have to put restrictions around it. In the day at a time guidelines you cannot take more than three DATV's at a time. If we absolutely have to move the bottom rung we can do that for a week. We could bring the vacation reliefs back with two extra days off or 4 extra days off based on scheduling needs. We would limit the number of DATV's allowed in a week, determining the number by each department based on their vacation allotment. We will talk about this with Frank Walsh who is not here today.

USC: What departments would the reliefs be in?

MSC: 6 & 7PM, 7/8/13TT, ABT and Shipping. If we give #6pm reliefs the DATV would be allowed.

USC: As the reliefs come in, the other benefits would come in. What time frame are we looking at? In a year?

MSC: We would hope to.

USC: Is part of the requirement that if we want to have vacation reliefs, that we would have to have Monday through Sunday vacations?

MSC: In exchange for vacation reliefs, and allowing day at a time vacations, that they would have Monday through Sunday vacations.

USC: We are standing firm on our position on day off to day off vacations. By just putting four in each department, you are simply eliminating the labor pool positions. If we added another four to each department then you would actually be providing reliefs.

MSC: The reason why we have labor pool workers is to back fill special assignments, or FMLA. When we eliminated the vacation reliefs in 2008 that was also added to why we would use them. Even with vacation reliefs, we will still need labor pool people to cover.

USC: You are basically creating another relief pool.

MSC: We believe that we can step back from the 6 and 7 PM combined vacation relief pool. We will need to take this to Frank Walsh. We would offer to do six reliefs for each machine. Day at a time vacations will not be changed from the requirement that it not create overtime but we would like to be able to grant more and think the reliefs will allow us to do so.

USC: So these people would not be required to take Monday to Sunday vacations?

MSC: We will consider that possibility.

USC: Let us know if you are agreeable.

10-45: Mark Mohning – Wage Rate Retention, 10-48: Mark Mohning – Scheduling on PM5

MSC: Company settlement offer dated 9/20/10.

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USC: Company gave offer to consider. We will provide an answer at the next standing committee meeting. What about locking in the grievant's retirement rate? Would the Company be willing to freeze that former blue-slip rate for future retirement with increases that occur during negotiations?

10-49: Local 1097 Mechanics Committee – Contracting out new Construction

MSC: Request for third step meeting on 9/8/10.

JSC: The parties discussed this grievance as a third step during this meeting.

USC: We withdraw this grievance.

10-50: Local 1097 Mechanics Committee – Contracting out new Construction

MSC: Request for third step meeting on 9/8/10.

JSC: The parties discussed this grievance as a third step during this meeting.

USC: We withdraw this grievance.

10-51: Local 1097 Mechanics Committee – Contracting out new Construction

MSC: Request for third step meeting on 9/8/10.

JSC: The parties discussed this grievance as a third step during this meeting.

USC: We withdraw this grievance.

10-52: Local 1097 Mechanics Committee – Contracting out T.O., 10-53: Local 1097 Mechanics Committee – Contracting out T.O., 10-54: Local 1097 Mechanics Committee – Contracting out T.O., 10-55: Local 1097 Mechanics Committee – Contracting out T.O., 10-56: Local 1097 Mechanics Committee – Contracting out T.O., 10-57: Local 1097 Mechanics Committee – Contracting out T.O., 10-58: Local 1097 Mechanics Committee – Contracting out T.O

MSC: Request for third step meetings on 9/9/10.

USC: We will send these grievances back to second step to find out more information. Hold Timely.

Agenda Items:

Security Camera Upgrade

USC: We checked to see what our legal rights are. If you want to upgrade or repair existing cameras you can do that, but when placing new ones we want to discuss what their use is for, how long the recording will be, who you will share the information with, and what the purpose of the camera is.

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Craig Ames: Bid to Shipping

USC: We've talked to employees in the area and we propose that he is allowed to bid on any shipping jobs with the restrictions removed. We would want someone from Standing Committee to be present during his evaluations.

Union Standing Committee Members

JSC: Mike Rochon is the new standing committee member replacing Mike Bouse.

Training in Steam Plant

USC: We had a grievance that when an employee was on special assignment and the employee was scheduled to cover a vacation on their day off because no one was trained to move up.

MSC: The senior position was covered with overtime but because it was for vacation there was no call time payable.

USC: We wanted to find out where they are in training because we were told that they are not trained up.

MSC: They are trained in that area. But when there are two or three senior employees gone during a week, we still would not be able to cover with straight time.

Bumping into Utilities Department

MSC: When #2PM and Line #31 was going to go down we talked about bump rights in the April 29, 2009 Standing Committee meeting. If someone bumps in, they bump into a permanent position it would be the bottom position in the ladder. Except in the Kraft Mill and Steam Plant where that position is the utility relief. We need to confirm that the junior guy on the ladder would go back to labor pool if someone with more seniority bumps into the department.

USC: Because the utility relief pool creates problems.

MSC: Yes, because you can only bump into permanent positions. Does the permanent person go down to the relief to be the most senior relief and the junior relief goes back to labor pool?

USC: Does the employee have their 60 days?

MSC: No they are pretty new.

USC: We would like to hold this timely and do a search to see if there is something that has already been decided.

MSC: We searched the standing committee minutes.

USC: We want to look back to see if a precedent has been established. Hold timely.

Current Mechanics Plus Rate

USC: We have one employee in the mill at this rate, and we just want to know the rate. Can you tell us by the next meeting?

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MSC: The regular journeyman rate is 30.485, the journeyman plus rate is 30.95.

CDL Files

MSC: Did you have a chance to look at the CDL Files?

USC: These are the things required by the state?

MSC: Yes. Please follow up with MSG to let them know that you are ok with the information being gathered.

Move from Chip Tester to Liebherr

USC: Dave Bridges was moved from chip test to the Peco. He had a few days on one crew and then worked on a second crew.

MSC: That could happen; their job is to back fill for the Peco Operators.

USC: So it is a senior move.

MSC: It was established that one chip tester would cover two crews, and the other chip tester would cover the remaining two crews.

USC: If it is not a full week vacancy, why don't we just cover with another Peco operator?

MSC: We would not lay off reliefs to give overtime to someone else.

USC: Their issue is that they have assigned crews to cover.

MSC: We do not have a chip tester on each crew, we only have two employees that each need to cover two shifts. That is the way it has been scheduled before Kay Crist took on scheduling.

USC: Do you have a copy of the scheduling guidelines for this department?

MSC: We are not sure that we ever received them.

USC: We are questioning an employee losing a regular day shift to work nights and avoiding overtime.

MSC: That is the nature of the job. The process has been that they back fill, if they need to cover a floater, a day will be taken away from them. It still gives them four shifts instead of five.

USC: It would help to have guidelines. The Labor Agreement states under Section 16 – Scheduling Employees Working Time And Days off, page 16, paragraph D, “An employee who has been required to work overtime, or has been required to work on his assigned day or days off, shall not be laid off on one of scheduled work days in the same week solely for the purpose of limiting his hours of work to forty (40).”

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MSC: When the chip tester who works days is not needed, they would work the day shifts of A crew and B crew.

USC: How often do they have to go to cover C or D crew?

MSC: We haven't had a problem with that. If we needed them to cover C or D we should be able to use them. They've been scheduled this way since before 2005.

USC: So if a PECO Operator retires, then the chip test operator would move up?

MSC: Yes.

Steve Hickey's Grandfather Rights

MSC: He has been sent a grandfather letter letting him know that he has to go back to #6PM or back to the labor pool.

USC: He made a request under the labor contract Section 24 - Seniority, Page 28, Item J Permanent Job/Progression Ladder Elimination, Paragraph #3 which states "The Local union and the Company Standing Committees, by mutual agreement, have the authority to modify the specific application of this paragraph 'J' in order to respond to situations as they might arise." He is asking not to go back and not to lose his position.

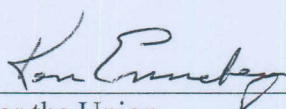
JSC: The parties mutually agree to stick with the language in the labor agreement.

USC: We will speak with the employee.

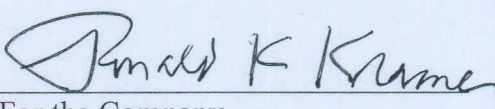
John Weitzel

USC: We want to make sure that he is the last resort after we have exhausted our resources first. Can we look at how many times he is utilized on a quarterly basis?

Meeting Adjourned.



For the Union



For the Company