

Standing Committee
October 15, 2008

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

MSC: Ron Kramer, Frank Walsh, Chad Davis, Shawn Wood, Mike Tompkins, Jim Lowman

JSC: Both

Mike Tompkins came to present the third quarter costs for the mill that were already shared with the salaried employees. After presenting and answering questions, Mike Tompkins left the meeting.

Grievances:

08-08 – Brian Newcomber: Work Contracted Out

JSC: Company agreed to pay 4 hours pay non-precedent setting basis at the fourth step.

08-15 – 1097 Mechanics Committee: Contracting Out

JSC: Withdrawn by Union on a non-precedent setting basis at the fourth step.

08-16 – Greg Trujillo: Floaters

JSC: Waiting for employee to speak with legal council. Held timely at the fourth step.

08-23 – Don Calvert: Pulp Slab

JSC: Hold Timely: Referred to WSC. Held timely at second step.

08-25 – 1097 Mechanics Committee: Contracting out

JSC: Reached agreement that in the future, 1097 employees to load and unload equipment. Agreed to at the fourth step.

08-26 - #6 Converting, 1&2PM – 08/09 Vacation Sign Up Guidelines

JSC: Additional Standing Committee discussion needed. No settlement at this time.

08-27 – Danny Poe: 1&2PM Curtailment

MSC: Third Step Answer will come soon. Awaiting area leader to review.

USC: Agreed to hold timely.

08-33 – Supervisor Working: Electricians #6 ABT, 08-34 – Supervisor Working: ABT Area Electrician, 08-35 – Supervisor Working: Kelly Day & Kaufman Line 6 ABT Palletizer,

USC: We are asking to be involved in the programming and documentation so we know what is involved.

MSC: What is it you are asking for?

Standing Committee
October 15, 2008

USC: Changes are made without involving electricians. Work done without involvement makes it hard to troubleshoot why something is not working. If someone was scheduled to work with those resources we would know what is being done.

MSC: Are you asking that when a salaried person works on the programming that an hourly person be scheduled along with them?

USC: Yes.

MSC: We cannot commit to always having someone scheduled with a salaried person every time they need to work on something. It is not that it is not the right thing to do. It would hamper the salaried person's ability to do their work. When troubleshooting and making modifications it would make sense to have someone there because they would be the people to do the work if it breaks down. The Company is not obligated to always have Local 1097 employees involved in PLC programming because it is not exclusively bargaining unit work. The Company has a long standing work history relative to this issue.

USC: This will go to fourth step.

08-43 – Phone Contractor Work

JSC: Hold Timely

08-60 Todd Thompson: Scheduling Issue

JSC: Company is to pay 6 hours and work on prevention.

08-65 – Pension Pay

JSC: On hold pending name of person retiree spoke with.

08-66 – Cory Stout/Phil Bauman: Nalco Pressure Wash

USC: Withdrawn by union on a non-precedent setting basis at the fourth step.

08-72 – Ron Satcher: Cancellation of Bid

JSC: Mutual agreement at 2nd step to repost the position.

08-74 – Ron Jones: Maintenance Scheduling

MSC: We will speak with him when he returns. Hold Timely

USC: Agreed to hold timely

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

MSC: Hold timely pending mill job rate committee meeting.

USC: Agreed

Standing Committee
October 15, 2008

08-77 – Brian Booth: OT Scheduling during training

MSC: Grievance paid. A decision has to be made on how to make it more consistent.

08-78 – George Brajcich: Contracting Annual Shutdown Work

JSC: Moved to Third Step

08-79 – Mike Gwinner: Staffing on PM 1&2 during Multi-Cut Trip

MSC: Waiting to hear back from Supervisor.

08-80 – Lanny Szczurek – Attendance Policy

USC: The employee was off for seven months for health reasons. The first three months were covered by FMLA. The next four months were counted towards his absenteeism. When he returned to work in November 2007 his attendance was at 45%. The employee spoke with someone at the company and was told that it was not counted. Employee subsequently missed two days of work in a span of ten months. Other hourly workers would be fine with their absenteeism if they had missed two days in 10 months.

MSC: We do not think that the employee is being held to a higher standard. They are being held accountable for going beyond their leave time of 12 weeks. As an employer we hope that the employee would be able to come back from leave and have perfect attendance.

USC: The employee came back and worked additional overtime days. It does not make sense that the company would hold the extended absence against them.

MSC: The interaction the employee has had over absenteeism does not make them a bad person. Once the employee surpasses one year from their absence, they move forward dropping off some of the absences they incurred. When employees have been gone for a long time the company's hope is that they will be able to work within the provisions of the attendance policy. We are not sure what in the labor agreement has been violated.

USC: We think it violates the code of conduct.

08-81 – Monty Geisler: Premium Pay

USC: This grievance is for an employee who was sent home early and then asked to come back at 11pm. After starting work he was sent home.

MSC: We have a grievance from April 18, 2001 that is similar and only the higher penalty was paid.

USC: The union's position is that the failure to provide should also be owed the employee. We will take it to the next step.

MSC: Can you hold it until we have a chance to look at this case further? We do not think that both penalties would apply in this situation.

Standing Committee
October 15, 2008

USC: In this case the employee came to work as scheduled. When they left the mill they were scheduled to come back and finish the rest of their eight hours. There were a number of employees that were prepared to come back into work and make sure the mill was running. The failure to provide provision is thought to be a penalty for calling an employee in to work and then not providing the work.

MSC: We have not given a decision. We needed to hear the information on the grievance.

USC: The difference with the Standing Committee minutes from April 18, 2001 is that that was a call in situation, and this is one where the employee was scheduled to work.

10-82 – USW Local 1097: Vacation Allotment

USC: We thought this was resolved, but have not seen any allotment information in document form. The allotment was to be increased per standing committee. The allotments also do not allow for banked vacations.

MSC: Kay Crist will be able to provide this information by progression ladder by each area in the mill. Is the frustration that employee are not able to schedule their vacations during the prime times for vacations or that they simply do not have enough allotments to take all their vacations? When we checked the vacation schedules today there were plenty of open slots.

USC: What also needs to be decided is how we will handle the vacation scheduling once we reach the point where vacations need to be taken.

MSC: We do need to determine a date that vacations will need to be scheduled by. The departments all know what their allotments are.

USC: We do not think there are enough allotments when people also want to use some of their banked hours.

MSC: Emergency vacations are not counted into the equation. The original grievance came from \$1 & 2 PM. There are 34 open vacation slots open, and only 17 weeks of earned vacation.

USC: In the additives area there are not enough slots to be used for banked vacations.

MSC: We have never used banked vacations when scheduling vacations by seniority. We can check with Kay Crist about the vacations in that area.

USC: The numbers do not add up. There are simply not enough allotments to take all the time.

MSC: We understand the situation, and will work more closely with Kay Crist to gain a better understanding of the issue.

Standing Committee

October 15, 2008

USC: We need to plan for the vacation scheduling and consider moving the sign up times for vacations to as early as January so people have a chance to schedule their vacations and be able to buy their tickets for travel. Then there would be a date that they must schedule by and if they don't, the company would schedule them. By rounding down instead of up, mathematically there are not enough allotments.

MSC: We will sit down and work with Kay to examine each areas allotment. Vacation leveling implies leveling the vacation throughout the entire the year. The collective bargaining agreement is clear that the allotment of vacation time including banked vacations is to be decided by Management.

USC: Why would the allotments go lower during the summers?

MSC: Is there any other department that has a change in allotments besides unitizing?

USC: Not that we are aware of.

MSC: When this leveling plan was developed we were trying to make sure all our senior trained employees were not out at the same time.

USC: This still needs to be looked at for next year as this will not go away. We will move this to third step. This is the same issue as 08-06. The company needs to figure out a way to schedule vacations. This does not resolve the issue about how to schedule the rest of the year.

MSC: Do you have a suggestion about what date we should use to start notifying employees.

USC: You would look at the number of vacations you have left and determine when the drop dead date should be.

MSC: So do you have a date that you would suggest?

USC: The first issue the union has is the establishment of the allotments in each progression ladder for the year. Once established, we would look at how to schedule unscheduled vacations. The senior people would bid on their vacations and then the junior people would be able to see which allotments are taken and bid on the remaining ones. In October you would establish the unscheduled weeks. In November you would notify those people and then in January the company would just schedule the vacations. The vacation bidding process should be started earlier. But it depends on establishing the allotments. This would allow people to have their vacations established before the floaters get scheduled. Floaters should not be part of vacation scheduling. Bid vacations supersede floating holidays.

MSC: We will review the allotments and how they affect the departments. Hold Timely.

Standing Committee
October 15, 2008

10-83 – Don Dailey: Return to work

USC: An employee was denied return to work by using an inaccurate job description.

MSC: A description was sent to the doctor with several job functions noted that they could not be performed as often as required. We sent the job description into the system using the Work Well assessment and the revised job description was sent to the doctor. The employee was paid in the interim by S&A.

USC: We do not consider S&A a proper form of payment when the doctor releases the employee to go to work. As to the grievance the supervisor should do some research into it before denying the grievance.

MSC: We agree supervisors should look into the issue and provide more information before denying them. The form that shows the job requirements for the position. On some of these items such as lifting or pushing the doctor responded saying that it could rarely be done. When it was pointed out to us that the job description might be inaccurate we put it through the system to review it. We think the process worked the way it was supposed to work.

USC: The description was in error.

MSC: Job Descriptions can have errors. To fix it we had a professional look at it and revise it.

USC: How long did it take to revise the job description?

MSC: The physician signed the original assessment early June 2008 and the second form was completed August 21, 2008 and returned to us by the attending physician's office on August 29, 2008.

USC: So what can be done?

MSC: We will speak with Kim Groulx to find out more information.

10-84 – Farid Ismagilov: Break Rooms

USC: An employee goes to take a break, and the company comes in and holds a meeting during the break time. Break time is paid time but the employee is asking that the Company not use the conference room to conduct company business.

MSC: So this meeting was not involving the employee?

USC: There are multiple things going on, Safety Meetings, Tool box Meetings.

MSC: So the employee is looking for a quiet place to take a break? We will follow up with the supervisor to see if there is something that can be done.

Standing Committee
October 15, 2008

10-85 – Peter Fessler: Job Bid

USC: An employee was denied a job bid. What is being used to deny the employee is not applicable.

MSC: Do you have the performance evaluation with your information?

USC: Yes it was from a year and a half ago. It should not affect the employee trying to do the job again. One of the things used to disqualify him didn't exist. It was a reprimand that as there should not be reprimands, should not be counted.

MSC: We will look at it.

Issues:

Fran Mead Termination of Employment on 10/24/08

MSC: The employee has been out since 10/16/06. We are able to terminate her employment based on the labor agreement and are notifying you that she will be terminated.

USC: The employee asked for the meeting.

MSC: She wanted to know what would happen.

Safety Related Discipline

USC: We have had previous discussions about the safety discipline matrix used at Halsey. We believe the disciplinary actions taken for a couple of employees this past year are unjust.

MSC: In one employee's situation he can work towards mitigation but has not started that process yet.

USC: The other employee was disciplined for something that salaried employees also did during a power outage. We believe that like crimes get like discipline and nothing has been done to the salaried employees.

MSC: When looking at disciplining employee we want to keep is consistent. We think that the situation around the power outage had different subtleties. At the time it occurred we needed them here to deal with the situation. The electricians had their locks on and believed their locks were at the right point but ended up with their locks on the wrong point. If they had simply not locked out at all, it would be different. When we came to this decision, we also looked at the two employees you are referring to and felt that their ability to learn from the situation is better for them.

USC: We had the same situation on July 29th when all the safety steps were ignored.

MSC: There was no lockout violation by the salaried during the power outage.

Standing Committee
October 15, 2008

USC: We are getting complaints from the union membership that looks at these cases and wonders why this is being done to two good employees. We think we should go back to the matrix idea.

MSC: Is the issue that the matrix wasn't used with the electricians?

USC: We are fine with what occurred with the electricians.

MSC: But they are different situations, there was not a lockout violation.

USC: In the case of one of the employees, he made a mistake. Circumstances happened that ended with him making a mistake.

MSC: We know that it was a mistake. By allowing him to work it off, by doing confined space training it allows him to mitigate it. We could go back and take away the discipline from the employees, or we could go back and have the electricians do the same sort of program to mitigate as they do.

USC: We are talking about consistency. We think the matrix idea should be revisited.

MSC: The matrix should be a topic at the next meeting. We recommend that several union and salaried people work the matrix idea prior to next month's meeting.

Product Quality & Development Progression Ladder Change

MSC: Craig Puzey has joined us to talk about a progression ladder change in PQ&D. The proposal is to split the progression ladder and have the Quality Technicians which are straight days stand alone and have the Quality Analysts who work compressed schedule on rotating shifts in another ladder. The jobs and work schedules are different so it is harder to find employees that would be willing to move up. If the ladder is separated the existing people in the ladder would have some grandfathered rights to the Quality Technicians.

USC: You have the right to change the progression ladders. We just want to ensure that the people on the ladder would be able to retain grandfathered rights and that they retain their seniority status.

MSC: Employees would be offered the grandfathered rights by letter and they have to respond with yes or no and sign it.

USC: How do you fill the job in an emergency basis?

MSC: We have one person trained to move up.

USC: How does that effect the vacation allotment?

MSC: Each ladder would have one allotment per week.

Standing Committee
October 15, 2008

USC: On January 5th there will be an additional week of vacation, how will you award those?

MSC: We would do it on a first come first served basis.

USC: We should look at the vacations prior to January 5th.

Three week extension for Monica Gaillard

MSC: We are asking to extend Monica by three weeks to cover Kay Crist's vacation.

USC: Last year this was done. The answer is no. We feel that this job needs two people in it permanently.

MSC: We will be able to use her January 1st and will try and schedule her time differently in the future.

Electronic Blue Slipping

MSC: We have asked to do the blue slipping process electronically through the EAS system. An electronic blue slip will be generated and the employee when they look at it will acknowledge that they've read it.

USC: Why do you do the blue slip at all? By bidding on it, don't their seniority rights allow them the new job and pay rate?

MSC: They will not have to accept the blue slip they will just need to acknowledge it.

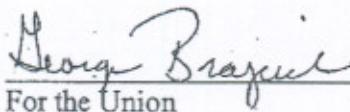
USC: Would there be a way to see if anyone had not gone to the EPSS.

MSC: There should be a way. We will follow up with Mike Huff.

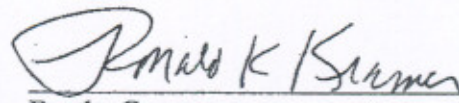
Brandon Kent Attending November Standing Committee Meeting

USC: Brandon Kent needs to attend the November meeting for Standing committee as he will be the new person joining standing committee to replace George Brajcich.

MSC: He will be scheduled.



For the Union



For the Company