

Standing Committee
October 16, 2013

USC: Mike Rochon, Paul Burgher, Mike Smith, Mike Benthin, Curt Ollila, Herb Williamson (notes)

MSC: Dave Hathaway, Macy Jackson, Emily Riggott, Heath Gibson, Ian Dieter,

Guests: Dave Juracic-HR Atlanta, Kelly Wolfe, Steve Francoeur

MSC: Referenced Sections 19 and 20 of the CBA, If an employee leaves work prior to being relieved (or for day workers, before the end of his shift) or without the expressed consent of his supervisor, he will be considered to have abandoned his post and will be subject to discipline up to and including discharge. This is being discussed to ensure expectations are clear relative to this subject.

Kelly Wolfe gave brief on 2013 operating conditions Wauna needs to be more competitive to be viable in current economic conditions. Discussed adaptive work systems and vision of what that would look like.

Steve Francoeur gave a brief on current mill status. Two pending injuries that may become recordables. Also Wauna fined \$25,000.00 by DEQ for Environmental Violations that occurred earlier in the year. 3/5/9 will continue to experience curtailment at least into next year. 3/5/9 are highest cost producers

Discussion continues on Job Abandonment

USC: Local 1097 does not agree with managements interpretation of job abandonment, and will deal with events on a case by case basis.

USC: Does HR have July minutes

MSC: Not at this time

USC: Asking for clarification on camera map, that has been provided

MSC: Only cameras that would survey employees need to be negotiated

USC: What is the process for satellite stores areas? Why aren't our people stocking these areas?

MSC: Human Resources had not been aware of this and will investigate

USC: WPL's performing cross ladder work

MSC: Was a unique situation

13-10:

USC: Have not received 4th step answer

MSC: Was holding timely on union response

USC: Need response

MSC: Will send Denial letter

13-16:

USC: Does management have a proposal

MSC: Asked union opinion on what constitutes reports and constitutes commencing works

USC: Locals stance reporting to work is going through turnstile. Commencing is being in assigned area at designated start time

MSC: Interruption of power-How does union define this

USC: This refers to breakdowns not planned outages that don't meet schedules

13-17:

USC: Accept

13-18:

USC: Hold Timely

13-24:

USC: Will accept offer with modification of language

MSC: Believe this has been accepted and paid

MSC: Language was put in to show the management retains right to contract out

USC: local does not wave right to be sole agent for all work at mill

13-30:

USC: Hold Timely

13-33:

USC: Looking at mate list grieving employee should be made whole for 5/13/13

13-36:

Hold Timely

13-37:

USC: If management will remove the discipline we will waive the request for 2 days pay

MSC: Doesn't believe employee would have been eligible for pay

USC: Can MSC provide documentation that employee was trained

13-38:

Hold Timely

13-40

USC: Believe at 2nd step, call list should have been made and affected employee made whole

13-41

Withdrawn

13-42

USC: What is MSC response?

MSC: Had discussions

13-43 Ref 13-39

USC: Employee should be made whole for lost overtime

13-44

USC: Asks that a ground rule amendment be made to account for curtailments

Meeting Adjourned.


For the Union


For the Company