

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 4<sup>th</sup> 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 2<sup>nd</sup> 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.**

  
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For the Union

  
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For the Company