

Joint Standing Committee Meeting
October 17, 2007

USC: Curt Ollila, Larry Reandeau, Paul Burgher, George Brajcich, Vince Leonard
MSC: Maury Shipper, Ian Dieter, Frank Walsh, Jill Stein, Shawn Wood, Ross Procter
JSC: Both

Fred Ceruti: As we know there has been an increased level of attention to safety in the napkin department. Several machines in the napkin department 31, 36, 38, 43 have been identified as high risk for injuries. The investment to correct the problems is not worth the investment, therefore, these machines will be shut down after the first of the year. This has been communicated to the employees. 12 employees will be affected. # 12 has also been identified as a problem. We are looking at different options to replace this line at Wauna if possible.

Larry, Asks that we look at the timing around the shutdown and the holidays so that it the least disruptive for the employees.

Fred: Will keep the lines of communication open with the employees so that they understand what is happening.

07-103:

MSC: This grievance has been paid.

07-104:

MSC: This grievance has been paid.

07-107:

USC: Had requested the Kone repair report that details the damage done to the elevator.

MSC: Will have M. O'Brien provide copies of the report to Curt and Vince.

07-110:

MSC: This grievance has been paid.

07-116:

MSC: Researching for payment.

07-118:

MSC: Sent back to Phil Weismiller for 1st Step payment.

USC: Will consider this withdrawn if the employee is paid.

07-126:

USC: Concerned we are punishing people for "late" reporting of injuries.

MSC: This is a matter of compliance and accountability.

USC: We can not find a posted rule or policy outlining when an employee must report and injury.

MSC: The mill rules state that any injury, near miss, etc. must be reported immediately.

07-129:

MSC: We have not received this grievance at the 1st Step, therefore we have not been able to answer.

USC: Asks management to review it now and respond.

MSC: A meeting has been held on this issue, and Fred Ceruti had already agreed to drop the discipline from a letter of reprimand to a letter of discussion.

USC: Agrees to settle this at the 1st Step.

07:130

JSC: Sent to 3rd Step

07-131:

MSC: Will pay the employee as a roll loader, when he is performing those job duties. When he moves up to Cartoner Operator for training (4 hours), we will pay him as a Cartoner Operator.

USC: Agreed.

07-132:

MSC: Feels that the discipline is justified. The expectations had been outlined to the employee during her probationary period, and she did not take action to repair an unsafe action, leaving it for another employee to correct.

USC: So what you are saying is that if a probationary employee has one safety violation they are disqualified. The employee brought the concern to a Safety Coordinator, and thought that it was being taken care of. Feels that the employee should have been talked to about the incident, not just disqualified. However, will withdraw the grievance.

07-134:

USC: No contract violation. Grievance withdrawn.

07-135:

USC: Company is listing qualifications for jobs that have not been negotiated with the USC. The discussion was that a Labor Pool employee could do basic computer installation such as plug in keyboards, mouse, etc. Now the company has tied safety, discipline and other requirements to the job that have not been discussed or agreed to by the JSC.

MSC: Realizes that this posting and other new postings may need some work. Will review the postings, discuss with supervisors, and will return next month with more information.

MSC: Agrees to correct the wording for the computer position, review with USC and will repost the position for an additional week.

USC: Resolved.

USC: On the safety position, the position is already closed and interviews have been scheduled. Also, wants two hourly employees to participate in the interviews.

USC: Would also like to see that the supervisors bring any positions that require special skills/qualifications to HR Management prior to posting.

MSC: This is a position required by Corporate. Acknowledges that we have some issues to work on. Will ask Kim to postpone the interviews until we can get more information.

07-136:

MSC: The employee did not meet the requirements of FMLA, therefore no adjustment can be made to the absentee rate. If the employee wants to discuss the issue with the H.R. Manager, they should make an appointment and have Shop Steward present.

USC: Hold timely until the employee has an opportunity to meet with HR Manager.

07-137:

MSC: Will review the language and correct. Will assure that this position does not have job duties that require a Low-Voltage license.

USC: Resolved

07-138:

MSC: Has not had the opportunity to review this grievance.

Pay for early call-in.

MSC: Wants this defined once and for all.

USC: Please refer to Section 8 – Overtime, Paragraph d. If the employee is called in 4 hours early prior to starting their day shift, the pay should be:

- 4 hours OT at the Blue Slip Rate of pay.
- 4 hours at the Compressed rate or Regular rate depending on if they are a Compressed worker or Day worker
- 8 hours OT at their Compressed rate if a Compressed worker or 4 hours OT Blue Slip rate if they are a day worker
- 4 hour Call Time
- Shift differential will apply.

Requests that the Company goes back 30 days to see if there are employees out there that have been paid incorrectly and correct it.

MSC: Believes the pay issue is negotiated on page 69 of the bargaining agreement.

- 4 hours OT Blue Slip
- 8 hours straight time (compressed)
- 4 hours overtime compressed
- 4 hour call time

MSC: Believes this is governed by the compressed language.

USC: Disagrees and will grieve this issue.

Breaks in Converting

MSC: Break times will not be reduced until November 01, 2007.

USC: Break times were discussed in March 1990 Standing Committee. The company cannot unilaterally change break times.

Quality Ladder

USC: Opening was bid on December 05, 2006 and was closed on July 31, 2007 due to bumps associated with the closure of #4 paper machine. Per the contract, bids are closed once all positions are filled.

MSC: We were holding the bid for an employee who was unable to accept the position at the time it was offered.

USC: The bid closed the moment someone bumped into the ladder on July 31, 2007.

USC: Specific employees have agreed to swap seniority.

MSC: In the August standing committee meeting, the Union said employees cannot make private agreements to sign away their seniority. To negate their seniority, employees must come before the standing committee and make an official request.

USC: We need to determine which employees have agreed to sign away their ladder seniority. Employees have been moving around each other without Standing Committee approval.

JSC: We need to get supporting documentation to justify the Quality ladder and the manner in which its employees have been moving within it.

USC: The union will ensure they have a good understanding of the people out on the floor and where they stand as it pertains to the Quality ladder.

Incident Notification

MSC: Due to mills having multiple open investigations for extended period of times, Georgia-Pacific Corporation is now implementing the TRAX program. This system will assist management in wrapping-up investigations in a timely manner. This will also help remedy issues such as discipline consistency, late reporting, near misses and the reporting thereof. Employees will be held strictly accountable for their actions. MSC asks USC to help educate the mill on the importance of compliance and reporting.

USC: Wants discipline to be administered consistently.