

Standing Committee
October 17, 2012

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

MSC: Ian Dieter, Heath Gibson

Mill Manager gave mill overview and opportunity assessment presentation Discussed Diamond project at other mills, also discussed recovery from #12 winder

Third Steps:

Grievances 2012-67 and 2012-73 were discussed at the 3rd step of the grievance procedure.

Agenda:

MSC: Open Enrollment-2013 enrollment only accessible via ESS

MSC: New labor Agreements at printers

USC: Asbestos's policy should be routed through Wauna Safety Council prior to be presented to Standing Committee for approval

USC: ABT employee rescinded bid, union feels this shouldn't have been allowed without standing committee approval. For an employee to give up blue slip, employee must bid, be disqualified or have Standing Committee Approval

MSC: Doesn't feel that JSC oversight is required for an employee to give up blue slip

USC: Doesn't feel union can represent employees if not notified before major changes in employment are approved

MSC: As a courtesy, HR will send notification to USC when employees contact HR to give up blue slip so they can have a conversation with the employee.

USC: Contracting out Notification: Clean up is currently scheduled to be contracted out. There is ample time to equip our people to do this job

USC: Asks if 6 and 7 guidelines have been received by HR

MSC: Yes, but have not yet been reviewed

USC: Ask for discipline guidelines for consistency

MSC: Does not feel that it is possible to do this due to all the variables involved in assigning discipline

Grievances:

12-24:

MSC: Makes Settlement offer

USC: Accepts offer

12-68, 12-70, 12-71, 12-74:

USC: Hold Timely

12-35:

USC: Withdrawn

A12-11 Suspension:

USC: Hold Timely

11-60 salaried employee doing:

USC: Reads communications between principles

MSC: Will review

12-72:

USC: Asks how company will assign floater hours when overtime is worked on a protected holiday. Hours worked = floater hours

MSC: Will investigate

12-75:

USC: Scheduled to come in early on a floater day, asks floater to be restored

Mediation for 11-16 and 11-19 set for November:

12-25 Scheduling for extra work:

USC: Extra work scheduled for top of ladder down

MSC: Affected area doesn't have applicable guideline

USC: This has been past practice

MSC: What rate would work be paid at?

USC: Employee blue slip rate

USC: Promote to 4th Step

MSC: Discussed Converting employee freezing


USC: Concur and approve.

MSC: Ask employee remain on job for period rather than go to bid

USC: Yes, but like interim to apply to probation period

MSC: Will think about it

Meeting Adjourned.


For the Union


For the Company