

JOINT STANDING COMMITTEE MEETING MINUTES

October 18, 2006

Members Present:

USC: Larry Reandeau, Ron Jones, Curt Ollila, Mike Bouse, Paul Burgher

MSC: Maury Shipper, Bruce Linehan, Frank Walsh

JSC: Both

Agenda:

- **Grievances:** 06-33, 06-34, 06-35, 06-36, 06-37, 06-38, 06-39, 06-40
- **Other Items:**
 1. Maintenance Reorganization
 2. Contractor Safety
 3. MIS Maintenance Work
 4. Hourly Pension SPD
 5. PM 7 Update
 6. Proposal for Outside Operator – Utilities
 7. Grievance Process
 8. Safe Work Permit Process
 9. JSC Meeting Minutes
 10. Code of Conduct Training
 11. Spot Bonus Form
 12. Performance Pay
 13. Kraft Mill Progression Ladder
 14. FMLA
 15. Contractor Issues
 16. #7 PM T-Rates
 17. Newspaper Boxes
 18. New Policy Notification
 19. Employee Files
 20. SAC – Attendance
 21. Skill Builder/Adjuster
 22. #7 PM/#31 Winder Bidding

Grievances:

06-33 & 06-38: Maintenance vs. Yard Crew Work

USC: Millwrights were called in to install a compressor. Millwrights' fork lift was too small; they used the Yard Crew Hyster (Mule). This Hyster takes a special certification. Since overtime was involved Union believes OT should go the Yard Crew. No consideration was made to the classification that drives the equipment, mechanics were called in to do the work. Shift Manager probably made this decision.

MSC: Asks to hold timely. Need to find out details.

USC: Feels answer to grievance was inadequate.

USC: Recommended that Al Lippincott get an invitation to do a joint training session for new union officials and new managers to discuss the labor agreement. Both parties agreed to this suggestion.

06-34: Contracting Out - #8TT Removal & Installation of Equipment in 7&8 TT Complex

USC: #8TT removal and installation of equipment in 7&8 TT Complex. Needed consideration meeting for work. Crew wanted to do because this was demolition. There was no review meeting.

MSC: Work could have been done by crew, but was determined that other work would have to be dropped. Need other work done. Grievance denied.

USC: Will take grievance to 3rd step.

06-35: Contracting Out – Removal & Installation of New Cookie Blower System

USC: This review sheet was taken to the wrong crew; it was covered with the Sheet Metal crew.

MSC: Believe it was taken to the main crew; it was covered with the Sheet Metal crew.

JSC: Will hold timely for review.

USC: In the past, we have put notes on the crew review or notes on the Maintenance Committee review which indicated we wanted further discussions for consideration of doing the work. In the future, the Union will use the official form for consideration on jobs.

06-36: Contracting Out – Demo of Tail Sealers, Accumulator, Wrappers, etc.

USC: Maintenance feels that this is their work. Temporary overload again. No meeting held for further consideration. 1974 negotiations defined temporary overload situations. The problem here is that Management told us 205 employees were needed for maintenance and now we are looking at 140. We don't like the Company stating temporary overload in each case when we don't have enough people to do our work.

MSC: Work could have been done by crew, but was determined that other work would have to be dropped. Need other work done. Grievance denied. Management reserves the right to determine staffing levels.

USC: Will take grievance to the 3rd step.

06-37: Contracting Out- #40 Crane Removal

USC: No notification.

MSC: Refer back to 1st step for settlement. Will review 06-29 for final answer.

USC: Accepts the offer of \$1,000.00

MSC: Agreed to accept the union's request of paying certain individuals in this case. The Company will wait to receive a letter from the union for payment request in this case.

06-39: Calculation of Absenteeism Rate

USC: Issue is the calculation rate for absenteeism for going to the doctor for a worker's compensation claim. Employee wants to be paid for hours lost going to and from his Doctor appointments and absentee time not counted against his record.

MSC: Need to investigate. There were several questions as to whether it was a mill related incident or if it was work related.

USC: Not sure that the Company was aware of the change made to his doctor.

MSC: Management agreed to send a note to managers to review first step grievances prior to their submission to the union.

06-40: Contracting Out - Notification

USC: Union did not get details but thought they could do the work and wanted a meeting to discuss. J. Geritz had conversation with R. Jones, but did not give enough details to R. Jones. The real issue in this grievance was that no meeting was held. No scope of the job was given

MSC: Asked what constitutes a "meeting". R. Jones felt proper notification was not done. Management requested the union's definition of a meeting.

USC: The union stated that the Company and the Union would meet to discuss a job. Can the union do this job? Do we have the skills? Do we have the equipment? Right now we cannot get enough information and details about the job without asking for an additional meeting.

MSC: Grievance denied.

USC: Will take to 3rd step.

Other Items:

1. Maintenance Reorganization

JSC: Discussed the maintenance reorganization as it pertains to Rapid Transformation. Crew will be moving on November 6th to their new areas. There were questions about the metal fabrication shop, employees won't be in the shop full-time, but assigned to the shop as scheduled. There were also several questions about the MIS shop and how they will function. The Company promised to evaluate the new organization and report back to the standing committee as to the progress of the new organization.

USC: MIS work will still be Local 1097's after RT starts.

MSC: Geritz announced that the elevator crew was going away, the mill would now take this job out for bids. We no longer have the expertise in-house to accomplish this work, as the crews retirements have taken several members and we have now lost our license. He explained that the training for an elevator person takes several years and numerous hours of training to accomplish. He stated that the crane crew will remain intact and called when necessary.

2. Contractor Safety

USC: Contractors are not following the Wauna Mill safety policies. Contractors are performing unsafe acts and are not following our safety rules. Our engineers should more closely monitor this.

MSC: Mill contractor contact needs to monitor contractor safety/safe work practices and stop job if it is unsafe. Frank Walsh will draft a letter to our engineers about contractor safety.

3. MIS Maintenance Work

USC: Work that was formerly done by the MIS Maintenance group should continue to be done by those individuals even though they may now report to a different maintenance department.

4. Hourly Pension SPD

USC: A SPD for the hourly pension plan needs to be made available since the language has been removed from the new contract.

MSC: Agreed to get the union committee on a conference call with Bob Silvis who bargained the most recent contract extension. (This was done on November 1, 2006.)

5. PM 7 Update

MSC: Mark Schneider is requesting an hourly employee for 18 months for the project, similar to John Dykes. Mickey Schumacher was used in the past to receive parts, this person would receive #7 PM parts and materials; he is also looking for an instrument technician. This request also includes 1 person for back-fill. The Company's request is for an 18-month assignment, with periodic 6 month reviews. Schneider also stated that 17% of the pile driving was completed at that time. Schneider also volunteered to speak to the Standing committee monthly for updates on the project. He also stated that the County has been working very well with us on the project to date.

USC: O.K on Mickey Schumacher.

USC: The union requested to be involved with discussions on new Converting equipment once approved.

6. Proposal for Outside Operator – Utilities

MSC: The Company discussed a proposal from Dave Tjaarda to change the job structure in his area.

USC: Union will review and put on the agenda for the next meeting.

7. Grievance Process

JSC: Clarification on the grievance process. Shipper and Reandean will work on this jointly.

8. Safe Work Permit Process

USC: Safe Work Permit process being rolled out in different ways across the mill. Would like to see a more standardized process.

MSC: There are some areas that are doing a very good job at the process.

USC: JHA's need significant improvement.

9. JSC Meeting Minutes

USC: Would like to see a signed copy of the JSC Meeting Minutes put in their mail boxes.

MSC: Management agreed to do so.

10. Code of Conduct Training

MSC: Code of conduct training for hourly employees starts November 13th. The training takes ~ 1 hour. Shipper will train the Standing Committee on Friday, October 20, 2006.

11. Spot Bonus Form

USC: This form was handed out to one of our members. What is it?

MSC: This is a process we are looking at to distinguish employee performance that merits extra pay.

USC: The USC needs to be involved in putting this process together.

MSC: Understands and will address.

12. Performance Pay

JSC: Discussion around performance pay. Both parties agreed that objective criteria is necessary before we can differentiate. Will be discussed in the next standing committee.

13. Kraft Mill Progression Ladder

MSC: Frank will review with the Standing Committee next month.

14. FMLA

USC: Need instruction on how to access rules and regulations for employees.

MSC: Shipper agreed to get instructions on FMLA information.

15. Contractor Issues

USC: Contractors are using mill equipment. The equipment is being broken. Contractors are using equipment without permission. Are they licenses to use the equipment? Need more control over contractors.

MSC: Agreed to review this issue.

16. #7 PM T-Rates

MSC: Job Analysis forms are ready for the Union Job Analysis Committee to sign for T-Rates for the #7 PM.

USC: Union asked that the forms get to Linda Raynor and Don Davis.

MSC: Shipper agreed to give them for Ann Fleck so she could get them to the proper individuals.

17. Newspaper Boxes

USC: Requests that newspaper boxes be moved back by the Clockroom so the papers do not get wet.

MSC: Shipper agreed to review their request.

18. New Policy Notification

USC: Process in creation and distribution is not being followed. Policy needs to be brought before the Standing Committee and distributed with minutes as discussed and signed by the mill Manager.

19. Employees' Files

USC: Incorrect and inaccurate information in employees' files.

MSC: Will agree to review these on a case-by-case basis.

20. SAC – Attendance

MSC: Problems with attendance of meetings from SAC members.

JSC: Curt and Maury will discuss with Kim Gale.

21. Skill Builder/Adjuster

MSC: Beginning to put plan together and will communicate plan when ready to USC.


22. #7 PM/#31 Winder Bidding

MSC: Anticipating the final approval for the new winder. Would like to see posting of winder and #7PM at the same time. Would like USC to consider changing the 7-day rule for going to a new job after you are the successful bidder.

USC: For # 7PM we need a posting date and when the transition will take place. We need more details about this before we can make a decision.

USC: Posting for #31 Winder needs to be done soon. We felt this should have been posted much sooner with a description of the job, ladder & T-rates.

Next Standing Committee Meeting: November 15, 2006



For the Company

11-7-06

Date



For the Union

11/8/06

Date