

JSC Meeting: October 19, 2011

MSC: Chad Davis, Ram Manthe, Dave Hathaway, Ian Dieter

USC: Bill Kerr, Ken Enneberg, Mike Bouse, Mike Rochon, Paul Burgher, Curt Ollila

Grievances:

- 11-06: Union would like the verbal verification reduced to a warning. Company reminded the Union that per the CBA, discipline is defined as a reprimand, suspension, or discharge and that a verbal verification is the same as a coaching session. To resolve the grievance, the Company will change the wording to "coaching".
- 11-11: Resolved
- 11-12: Moved to 3rd step
- 11-13: Moved to 3rd step
- 11-14: Resolved
- 11-16: While a 4th step letter has already been sent, the parties will still have a 3rd step hearing.
- 11-17: Resolved
- 11-18: Moved to 4th step
- 11-19: Moved to 4th step
- 11-20: USC agreed to the Company Settlement offer and the grievance is resolved.
- 11-21: Ram and Curt will meet with the grievant to discuss further.
- 11-22: Resolved
- 11-23: Moved to 4th step
- 11-24: Resolved
- 11-25: Resolved
- 11-26: Moved to 3rd step
- 11-27: Moved to 3rd step
- 11-28: Moved to 3rd step
- 11-29: Moved to 3rd step

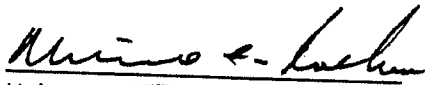
- 11-30: Resolved
- 11-31: Hold timely
- 11-32: Moved to 3rd step
- 11-33: Moved to 3rd step
- 11-34: Moved to 3rd step
- 11-35: Moved to 3rd step
- 11-36: Moved to 3rd step
- 11-37: The extra board was used to get spotters when using JLGs for ceiling blow downs. The Union contends that this is department work; therefore the work should have been given to department employees, not those on the extra board. The Company contends that no special skills are needed to do this work and that it falls under the definition of extra work. The parties agree to hold timely.
- 11-38: The parties agree to hold this grievance timely while more information is gathered around the issue. The salary employee was not performing bargaining unit work, he was training a bargaining unit employee.
- 11-39: Withdrawn. Parties agree on the importance of resolving issues at the lowest level.
- 11-40: Withdrawn
- 11-41: Withdrawn
- 11-42: Union contends that Marcus Smith should have been called to cover this vacancy.
- 11-43: Union contends that this grievance falls under Section 1 of the CBA. Union contends that the Company did not fully staff ABT and then used contractors to perform bargaining unit work.

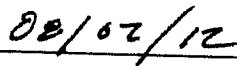
Agenda Items

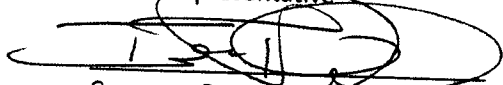
1. UHC informational meeting has been changed to 4PM-6PM on Thursday.
2. Union has concerns regarding how training is being handled in the 3/5/9 complex and feels that employees some are not getting a fair chance. Ram will discuss employee with his team and will get back to the group. The parties also discussed departmental tools (i.e., those provided by the Company and those provided by the employee).
3. JSC Minutes: 07/20/11 = signed; 08/24/11 = under review; 09/21/11 = almost ready for signing.

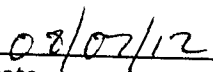
4. Union has concerns regarding employees that resign in lieu of discharge not receiving accrued vacations. Company reminded the Union that if someone resigns in lieu of discharge, that the Company has just cause for their dismissal and per the CBA, discharged employees are ineligible to receive their accrued vacation. Union still insists that employees retire thus have the benefit coming to them.
5. Union proposed a change in start/stop times for shift mechanics. to go with the request from last meeting for shift electricians make good sense to have them start/stop with operations-Company to check with Shawn Woods
6. The parties discussed the breadth of the Converting/Maintenance information requests. The idea of taking someone out of the bargaining unit to perform this research was proposed.
7. Union requested that EE decision to leave the mill after being coached not count against his absentee percentage. The Company denied this request.
8. Union granted Todd Calvert an additional 14 days he can be out of the bargaining unit to backfill for Kay Crist
9. Disability/ life insurance benefit was left out of SPD. It was not negotiated away.

Meeting Adjourned


Union Representative


Date


Company Representative


Date