

Standing Committee  
October 21, 2009

USC: Ken Enneberg, Mike Bouse, Brandon Kent, Curt Ollila, Vince Leonard

MSC: Chad Davis, Tom Day, Frank Walsh, Shawn Wood

**Grievances:**

**08-43: 1097 Mechanics Committee – Contracting out Phone Work**

MSC: Arbitration Panel Received – Preparing to strike names.

**08-65: Pension Pay**

MSC: Arbitration scheduled for 1/13/10 in Astoria.

**08-86: USC – Filling Vacancies**

MSC: Answered at third step 3/26/09.

USC: We are moving on to fourth step.

**08-90: Local 1097 – Mechanics Committee, 08-91: Local 1097 – Mechanics Committee – Call Time – Shift Changes, 08-104: USW Local 1097 Mechanics Committee – Call Time – Shift Changes, 08-106: Scheduling Employees 16 Hours, 09-06: Call Time – Shift Changes per week, 09-10: Local 1097 - Schedule Changes, 09-16: Local 1097 Mechanics Committee- Call time – Schedule Change**

MSC: 7/23/099. Need notification from the union as to the intent now.

USC: Ken Enneberg will follow up with Shawn Wood.

**08-96: USW Local 1097 – Benefits during Disciplinary Layoff, 08-97: USW Local 1097 – Disability Retirement Health Benefit Premium**

MSC: Arbitration Panel Received – Preparing to strike names.

**08-108: Scheduling Employees 16 Hours**

USC: Based on the past minutes, the company is not routinely scheduling sixteen hours, we withdraw the grievance.

**09-12: Scheduling**

MSC: Discussed at second step on 9/16/09. The company will not be coming up with scheduling guidelines.

USC: We are not asking you to come up with guidelines, they already exist, we just do not have a copy of them.

MSC: This was not filling a vacancy in a progression ladder, it was a changeover.

USC: The reason this was grieved is that head adjusters used to be used for the changeovers.

MSC: The top people in all cases were not solely used to do this work.

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USC: We accepted this answer on the condition that we produce the overtime guidelines.

MSC: We understood that this was for all departments.

USC: We just got the overtime guidelines for shipping, which resolves a grievance we had in shipping.

MSC: We have guidelines for filling vacancies and we do not want to make guidelines for overtime.

USC: We can understand doing that for training. In areas where it is not clearly defined, it creates inconsistency. This would eliminate grievances.

MSC: We think it would create more confusion and lock us into inflexibility instead of flexibility in situations.

USC: We disagree. When have we last had a grievance on the paper machines? The person creating the call list has clear guidelines to follow. We do not think these guidelines are as constrictive as you think. When they do not get followed it creates the problem. Get a copy of the guidelines for South Converting and review them.

MSC: We will take a look at it but this grievance was in ABT.

USC: ABT used south converting guidelines during start up.

**09-31: Recognition Clause**

MSC: Putting a meeting together with Curt Ollila, Brandon Kent, Ron Kramer and Jim Cochran.

USC: Do you know when that will be scheduled?

MSC: As soon as we can.

**09-34: Scheduling / Staffing Level**

MSC: On hold, referred to WSC.

USC: It was resolved except that the WSC was going to look at workload by changing the staffing around.

MSC: To be discussed at 10/30/09 WSC Meeting and then addressed at the next JSC.

**09-35: Call In**

MSC: Referred to Third step 9/22/09. We will get it scheduled with Mike Tompkins.

**09-38: Local 1097 Mechanics Committee - Area Call Ins**

MSC: Company to prepare third step answer.



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USC: Mike Tompkins asked for additional information. We gave Ron Kramer a copy of the arbitration from Camas.

MSC: We will give this to Mike Tompkins and get a third step answer.

**09-43: Schedule Change, 09-45: Jurisdictional Work Dispute, 09-46: Local 1097 – Scheduling Maintenance during Summer Down, 09-47: Local 1097 – Contractor Hole Watches**

MSC: These have been referred to third step. We will work on scheduling with Mike Tompkins.

**09-50: Local 1097 Contracting Out**

MSC: Union to refer to third step.

USC: We thought the letter had been sent. We will verify this.

MSC: What would you have had us do differently?

USC: Use the call list. Only 20 of the employees on the list were called before it was contracted out.

MSC: Do you know how long it would take to call everyone on the list?

USC: There should have been more people calling.

MSC: What is the contract violation?

USC: Section One, it was our work.

MSC: And did we follow the correct procedures to notify contracting out?

USC: You said you made a reasonable effort to call 20 people. We think more people should have been called. What was the reason used for contracting out? We would like to move on to third step. We want it noted that when the call ins occur, the message is really fast and hard to understand. Maybe the clockroom attendants need help when there is something important going on.

**09-56: Overtime for Hole Watch**

MSC: Union to refer to third step, we have not received the letter yet.

USC: The letter has been sent.

MSC: We just got the letters for 09-50 and 09-56 emailed from Local 1097 this morning. We will schedule with Mike Tompkins. We need these grievances submitted earlier on if we are going to discuss them during the monthly JSC meeting. These came in eighteen minutes before the JSC meeting.

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**09-57: Search and Rescue Time off**

MSC: Discussed at 2<sup>nd</sup> step on 9/16/09.

USC: The disciplinary action has been removed from the employee. It has been out in the minutes that prior to going out on search and rescues the employee must get approval from their business unit leader or department superintendent. We consider this grievance resolved.

**09-59: Time Off**

MSC: Discussed at 2<sup>nd</sup> step on 9/16/09. We are maintaining our position on this. We've discussed with other mills and they are not granting time off to get documentation of dependents.

USC: The employee asked to come in early one hour and leave one hour early to go get his paperwork.

MSC: Or he could use one hour of floater time. The employee chose not to take his contractual right and take floater time to do this.

USC: We propose that you give him an hour of granted time off to cover that absence. It would not cost the company and it was something that the company required.

MSC: We will do that.

**09-60: Salaried doing B.U. Work**

MSC: USC Held timely on 9/16/09.

USC: What is happening is that we have had an agreement from January 7, 2009 signed by Mike Tompkins that electricians or instrument techs would be involved in the process. What is happening in converting is that the employees are scheduled to work on the projects, but then are being pulled off the work, so the true intent of the agreement is not being followed. We would like to see that tightened up a bit.

MSC: Was the employee pulled off?

USC: In this case, we do not know that the employee was even there at that time of night. A shift electrician could have been called in during that time.

MSC: What are you looking for to tighten it up?

USC: In after hours work a shift electrician is supposed to be called to work with a salaried worker when doing PLC Programming work.

MSC: We need to follow up with maintenance superintendent, they believed that the electrician was there working with the salaried individual. Hold timely until we can contact him.

MSC: We spoke with the maintenance superintendent. He felt that the electrician was aware of what was going on. We feel that we were trying to keep with the intent of the agreement.



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USC: We will discuss it further with the electrician.

**09-61: Administrative Suspension**

USC: The employee is grieving an unjust suspension for no call no show for missing work on the 9/10/09 when she called in to take previously approved FMLA time for the absence. There was not overtime scheduled on the preliminary schedule. She contacted Kim Groulx, and did not receive a return call from her, so her assumption was that her FMLA was approved. If there is a preliminary schedule out, and the mill knows that the employee will not be back in when the schedule has been changed, they need to notify the employee.

MSC: We discussed this. We will agree to take out the administrative suspension. We also want it noted that the final schedule on Friday is the schedule the employee needs to look at.

USC: There are standing committee minutes that state that the mill must notify the employee if they have a change in their final schedule from their preliminary schedule. Also the final schedule is supposed to be posted on Friday at 3pm.

MSC: We will take the suspension off if the employee agrees to check the final schedule.

USC: If the employee goes home before the final schedule is out, then the company has an obligation to notify the employee.

MSC: We do not think there was a change to the schedule.

USC: Yes there was a change from the preliminary schedule.

MSC: We need to discuss further with Kay Crist to find out how we are doing the notification.

USC: This is a special circumstance because the employee took FMLA between the preliminary and final schedule. Kay Crist may not be notified when the employee takes FMLA. This may be a circumstance where it would slip through the cracks anyway.

MSC: We spoke to Kay Crist and will remove the administrative suspension from her record.

**09-62: Local 1097 Mechanics Committee - Jurisdictional Dispute**

USC: This grievance will be sent to third step because of the number of signatures.

**09-63: USW Local 1097 – Benefits Premium**

MSC: We got the union's notification about moving this on to third step. We are not sure if the grievance is about paying it all or paying monthly.

USC: We think this is more of the clear and unambiguous language.

MSC: We will schedule with Mike Tompkins.



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**Agenda Items:**

**Transferee from Camas Mill – Vacation Carry Over**

USC: This employee was hired at Camas 6/7/99. She was transferred to Wauna 5/24/02 and was told that her GP benefits would transfer. This last year marked her tenth year and expected to get her fourth week vacation. She contacted the Wauna HR office who did not have record of her working in Camas. Atlanta had two dates of employment for the employee.

MSC: We contacted Camas, and they say that the employee voluntarily terminated at Camas.

USC: When she got here, she got her two weeks of vacation, and received her three weeks in relation to when she was hired at Camas. She received her ten year gift this year, which tells us that the company views her employment as ten years.

MSC: This employee needs to come see someone in the HR Department. If she transferred, we need to make it right. The problem we are having is that we cannot find any documentation of a transfer.

USC: Brandon Kent and the employee will come to HR and try to straighten it out. While we are talking about transfers, we had a group from Coos Bay that did have their pay cut.

MSC: If they directly transferred from Camas, they had their cut in pay waived. If there was a break in service, they would have had a cut in pay. We would have to look into that specifically for Coos Bay. This has been the practice when doing transfers from Camas. This would have been written in their offer letter.

**Holiday Curtailments**

MSC: The tissue machines will go down for a 24 hour curtailment for thanksgiving and Christmas Eve, and Christmas Day. These areas will be affected; 1/2PM, 5PM, 31TT, 5TT, 7TT, 8 TT, 13 TT, #37, #41, #45, #47, #48. Box facial will be down Thanksgiving Day, the day after thanksgiving and the entire week of Christmas. The tissue business is soft. This is all subject to change. TAD will run full. Our towel is selling well. The market has changed.

USC: For the last couple of years, we have seen growth in the tissue area. Is there something changing there?

MSC: This amount of curtailment is less than towel has suffered, we still think it is a good business.

USC: You do not think this is in correlation to our downsizing of the product.

MSC: Our speculation is no, our competitors made that change before us.

USC: Will they be put back to labor pool?

MSC: We would find out first if they want vacation for that time. Then they would go to a layoff pool job the second week if they were more senior qualified.



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USC: Curtailment for a whole week that is more than 48 hours, they would go back to the labor pool. The senior affected employees will be scheduled for any available work. pg 22 Senior employees need to be scheduled for any available work.

MSC: If they are senior to any employees in the layoff pool.

USC: Yes,

MSC: The labor pool and lay off pool are two different things.

USC: They are the same.

MSC: There are specific lay off pool jobs listed on page 67 of the labor agreement.

USC: We thank you for letting us know in advance. You may have some senior employees in box facial, which may take vacation but we ask that if they don't that there is work available for them.

**FMLA Leave**

USC: The employee had a viral infection and was told by his doctor to be off work for a couple of days because he was contagious. The employee had a note from his doctor but we do not know if he filled out the paperwork.

MSC: He filled out the paperwork and it went to the physician's office who said that it was not qualified as FMLA. Kim has not heard from the employee.

USC: We will communicate to the employee so he follows up on that.

**Standing Committee Minutes**

MSC: We have quite a backlog of minutes.

USC: We should be able to get them to Ron by Friday.

MSC: So we understand that Ken Enneberg will follow up with Ron Kramer on Friday.

**Reliability Training – Operations versus Maintenance Work**

USC: We have some old standing committee minutes from 8/25/02. The reliability training that is being done; we've been told that they have been given heat tools and vibration tools that they will be given to do additional checks on the equipment.

MSC: This is nothing different from what they are doing now. We are not sure if they will be given vibration pens, but they will have strobes and temp guns. Our operators use these now. We are not asking them to repair equipment at this point beyond what they already do. This is exposure to understanding cleanliness of the equipment or lubrication so our maintenance guys can do their job better.

USC: It is not trying to replace any maintenance employees?



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MSC: It is meant to teach them about their equipment so they are able to get their work done. This is operator basic care, writing good pgr's, and to encourage operators to do the five whys RCA's and to have work requests that have good information on them.

USC: One of the first things we've heard is that the lube crews in converting will be going away.

MSC: This is not adding anything to what the operations employees are already doing. It would be good to attend the classes to see what is being taught.

USC: We are getting a lot of questions about the training. We would like to go through the training. We do not want our members going in to the training and getting angry at the instructor. We would like our employees to go in and feel that they can ask questions. It is like being reprimanded for filing near misses.

MSC: I think you will find that Keith Gale does a good job of facilitating the training and getting people involved.

USC: Will everyone be going through this training?

MSC: We can see it going that way due to the successes of the training efforts going on in different areas. In November we are having some paper machine operators going through the training.

USC: The sooner we can go through the training the better so we are able to answer questions.

**Probationary Period Extension**

MSC: The Company wants to extend this employee's probationary period. He has PEO training for several weeks; he has gotten his reviews and gotten some negative feedback, so we would like to extend his probationary period.

USC: Do you have any of the evaluations? Usually they are sent as a packet. We've had a problem with that area in the past where a new employee could have issues but then when they move to another crew there are no issues.

MSC: His reviews have been done.

USC: We would like to talk to the department supervisor to see what is going on with the employee.

MSC: We do know that they've met with the employee several times and given him the feedback.

USC: We will follow up with the department supervisor and go to the next review.

**Policy Change Process/Communications**

USC: There are policy changes being made and they are not being brought through the right channel. We have so many changes coming up that we need to slow down and discuss the



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changes and understand them. We would like to get back to the real intent of changing policies and educate people.

MSC: In the case of the glove policy, we believe WSC is reworking the policy to clear up some inconsistencies.

USC: There are inconsistencies throughout the mill and WSC is trying to make it clearer. When there is a policy change it sometimes hits the floor before it is reviewed by standing committee. It also is inconsistent throughout the mill.

**Timeliness**

USC: We have a lot of grievances at third step and hear that they will not be heard for awhile. Before talking to us about timeliness you should address that issue.

MSC: If the company is not timely, the union can move the grievance forward to the next step. If the union is not timely the company has the contractual right to challenge the appropriateness of the grievance on the basis of timeliness.

**401K**

There was some confusion about what the Company's current match is on the Hourly Union 401(k) plan for the Wauna Mill. We checked with Atlanta and it is found in the SPD as follows:

**COMPANY MATCHING CONTRIBUTIONS:**

After you complete one Year of Service, the Company will provide a Matching Contribution of \$0.60 per \$1.00 up to 6% of Compensation on each pay date that you make a Pre-Tax or Roth Post-Tax Contribution to the Plan, but not in excess of the maximum Company Matching Contribution.

The maximum Company Matching Contribution of your eligible Compensation, including any Compensation attributable to relinquished vacation days and/or holidays is:

up to 6% of Compensation

*Please note that any "catch-up" contributions, performance pay and contract ratification or signing bonus you make to the Plan will not be eligible for a Company Matching Contribution.*

**Maintenance Headcount**

USC: Every time we check the maintenance headcount it is around 185. The agreement is that we will fluctuate between 185 to 190 with 190 being the goal. Looking back the last few months it appears that 185 is the goal. We wanted to bring that to your attention.

**Machine Tender Rate #2PM**

USC: If we are now going to have a machine tender on #1PM and #2PM the employees that are there with a job code that entitled them to a higher rate need to be rate retained.

MSC: We need to go back and look at the JSC Minutes because we think that they would go back to the lower rate.



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**HHT Labor Pool Running Rewinder**

MSC: We discussed this last meeting. It had to do with vacations. Because the employee had been trained in the position we moved them up. It was for one week vacation period.

USC: Is the employee one of the ones curtailed out of the department?

MSC: Yes

USC: How many people are out of labor pool there each week? When cuts were made in HHT the employees were bumped out to labor pool. But since then, they've worked only in HHT so we are wondering why they were bumped out.

MSC: We have a lot of people out on leaves. If everyone was back the department would be full.

USC: Has everyone been back since the employees were bumped.

MSC: No

USC: Then it seems that they bumped prematurely. To us it looks as if they are being put into labor pool so they can't take vacations day off to day off. If you need them trained they should have remained in the department.

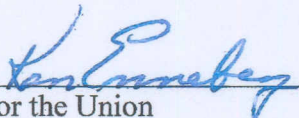
MSC: We cannot control the leaves by the employees and day off to day off vacations have nothing to do with this.

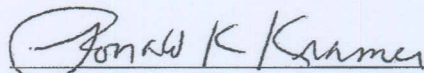
USC: If the department had vacation reliefs you would not have the issue with them running rewinders.

MSC: The employees are trained 1097 employees.

USC: There are constraints on where labor pool employees can be used.

**Meeting Adjourned.**

  
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For the Union

  
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For the Company