

**Joint Standing Committee Meeting
November 21, 2007**

USC: Vince Leonard, Larry Reandeau, George Brajcich, Mike Bouse, Curt Ollila

MSC: Maury Shipper, Shawn Wood, Frank Walsh, Ross Procter

JSC: Both

Agenda

Grievances: 07-116, 07-138, 07-139, 07-140, 07-141, 07-142, 07-143, 07-144, 07-145, 07-146, 07-147, 07-148, 07-149

Issues:

1. **Employee Bid Process**
2. **Banked Vacation to 401(k)**
3. **Internet Use/Access**
4. **Seniority List**
5. **Shift Mechanics**
6. **Safety Coordinators**
7. **BBS Coordinator Position**
8. **Operations Call Time**
9. **Employees Scheduled for Overtime Outside Their Home Department**
10. **Old MSG Progression Ladder/Overtime in the Job Classification**
11. **Vacation Schedule for #7 Paper Machine Employees**
12. **Insurance Committee**
13. **Job Analysis Committee**
14. **Employee Absence**
15. **Salaried Employees Doing Hourly Work in IT**
16. **Mark Sampson Back Pay**
17. **Lock-Out/Tag-Out Policy**
18. **Employees Right to Have a Shop Steward Present**
19. **Special Assignment in Converting**
20. **Next Standing Committee Date**
21. **Safety Audits**

07-116: Lost Income Due to Untimely Transfer

USC: The Company was supposed to research to see if the employee had been paid.

MSC: Will check to see if it's been paid.

07-138: Employee Discipline

MSC: Employee received a written reprimand for a late report. This is consistent with what we are doing on a mill-wide basis in regard to employees not reporting incidents in a timely manner. Employee had displayed pain in his shoulder two – three shifts prior to reporting the incident. The employee was aware that his shoulder was injured to the

point he was unable to perform at least some of the duties of the job. Need to administer discipline on a consistent basis.

USC: Wants to know if this was a work related injury.

MSC: Employee did fill out an incident report, but not until after he had worked with the injury for at least two 12-hour shifts.

USC: Union doesn't disagree with the need for employees to inform their supervisor if they have an injury, also believes in the concept of dealing with injuries right away so the injury doesn't worsen. Will withdrawn the grievance, but the Union does want it noted that there are times that an employee might not be aware of a specific incident, or when an incident does occur, there is no pain at the time, however, pain or injury ultimately develops and the employee will then claim injury at that time. Wants each of these to be evaluated on an individual basis, and not automatically disciplined for late reporting.

07-139: Absence/Crew Reduction

USC: Withdrawn

07-140: Open Positions Not Being Filled

USC: Open positions are not being filled. This has been on going for several years, and the problem has escalated over the last year or so. Understands that there have been many factors that have aggravated the problem, but would like to get these bids filled and the appropriate people trained. We have Labor Pool employees training up in Winder positions. Also would like to see the bid list updated and bids that have been filled removed from the list.

MSC: Agrees

USC: If the Company will agree to expedite the filling of these positions will withdraw the grievance.

07-141: Salaried Employee Displacing Hourly Employee

JSC: This grievance has been moved to the 3rd Step.

07-142: Improper Pay

USC: Wants the company to make all employees whole who are missing the 2 hours of pay.

MSC: Believes when we negotiated the Compressed Work Week language this was addressed. Believes that their 12 hour shift is paid at the compressed rate. The Overtime is paid for the 4 hours overtime for coming in early or staying late.

USC: Asking that employees be paid Compressed OT after they have been on the clock for 8 hours when they are called in 4 hours early. This was a negotiated penalty for coming in 4 hours early.

07-143: Violation Vacation Guidelines

USC: Withdrawn. Union feels that the guidelines were properly followed per JSC Meeting on December 15, 2005.

07-144: Employee Discipline – Safety

USC: Employee did complete the incident report however; it was handed in at the 25th hour. As stated before we believe each individual needs to be assessed on a case-by-case basis. This seems to be extreme in nature. Also we think the employee may have had a day off.

MSC: The employee had a specific event that day. He did have a Floating Holiday the next day. When he returned to work the next day he did complete the incident report.

USC: We do have 24 hours to report; this was one hour past the 24 hour deadline and should be forgiven.

MSC: We feel that when there is a specific event it should be reported immediately. The employee was aware of the event, but did not report it immediately. This would be consistent with other late reports.

USC: Will take this to the 3rd Step.

07-145: Employee Discipline

USC: Have had many discussions in the JSC about Progressive Discipline. Discipline has been escalated for safety violations, skipping steps in the disciplinary process. This was not brought to the USC for discussion.

MSC: The discipline is determined upon the infraction. For very minor issues you may start at just a verbal conversation. For severe violations termination may be the appropriate level of discipline. Safety violations in which an employee has violated a policy warrant entering the progressive discipline process at a higher level.

USC: Doesn't feel that discipline is being applied consistently.

MSC: This specific event should have warranted a suspension, and he was only given a written reprimand.

USC: Agrees with what you are saying when it comes to safety. When it comes to a safety violation we agree that the first step of the disciplinary process should be a reprimand. Will withdraw the grievance.

07-146: Loss of 30 Minute Break in Converting

USC: Will take this grievance to the 3rd Step.

07-147: Senior Employees Losing Overtime to New Employees

MSC: Supervisor has indicated that all affected employees have been paid.

USC: Will research. If the employees have been paid we will consider this grievance resolved.

MSC: Will install an extra work board for employees sign up to work overtime.

USC: A while back there was some discussion around making the extra work board available on the computer. What happened to that idea?

MSC: H.R. will follow-up with IT to see if this is an option.

07-148: Improper Call-In

USC: Would like to hold the grievance timely so we can do more research.

07-149: Employee Not Paid Failure to Provide

MSC: After review will send back to 1st Step to be paid.

Issues:

1. Employee Bid Process

Joint Standing Committee agrees that employees who are out of the mill on Worker's Comp, S&A or for other reasons need to keep in touch with the mill if they are interested on bidding on open positions so they can do so in a timely manner.

2. Banked Vacations to 401(K)

USC: Proposes that hourly employees be allowed to cash out banked vacations and have them directed to the employee's 401(k) if they are within their last 12 months of employee prior to retirement.

MSC: Will review and respond.

3. Internet Use/Access

MSC: Please remind the hourly employees that Internet use is for business purposes only.

USC: Employees sometimes use the computer on their breaks to read the newspaper, look up their bank accounts, schedule a trip, etc... which would not be considered inappropriate.

JSC: Want the employees to know that if you use a company computer it can be used for company business only. That means for example: If you use the company computer on your break to read the newspaper that would be considered inappropriate use.

4. Seniority List

USC: Wants an updated seniority list

5. Shift Mechanics:

restrictions that prevented him from working on the East Side. Because of this condition management scheduled other people on shut-downs and overtime to the East Side, when the employee could have been filling them. Now that there is a Shift Millwright position posted the employee seems to have recovered from the restriction. In the past the JSC has looked at these issues once a person has froze themselves in a position and others have had to move up, move around or fill in they had a right to that next job. We see this no differently.

MSC: We have reviewed the employee's record, and based upon modified duty restrictions, the employee will not be placed in the Shift Millwright position.

6. Safety Coordinators

USC: Safety Coordinators positions are scheduled to expire in March. Should get these positions posted if the Mill intends to fill the positions for 2008.

MSC: Will remind Debbie Mattinen.

7. BBS Coordinator Position

USC: What is happening with this position?

MSC: Will contact Debbie Mattinen to check on the status.

8. Operations Call Time

MSC: There was a belief that if you took an operator and scheduled him on one paper machine and during that shift the company required him to do work on anything else that he should have been paid a call time. There is no contract language to support that and we will discontinue that practice. This had been applied inconsistently throughout the mill. This should resolve the problem.

9. Employees Scheduled for Overtime Outside Their Home Department.

USC: #6 PM employees were scheduled to handle rolls on #7 PM on their days off.

MSC: This should have been #6 PM work. It is within their classification.

USC: Thinks that the Company should have hired enough employees to staff #7 PM in the first place. For a short term fix agrees that the #6 PM B-Pool employees should be the ones to get the extra work. Would have appreciated the Company notifying the employees prior to the extra work being scheduled. Would like Mark Schneider to inform the employees what is happening and what the expectations are.

10. Old MSG Progression Ladder/Overtime in the Job Classification

USC:

1. Need to get Grandfather Letters to the MSG crew.
2. The Supervisors need to know that the Crane Operators are no longer in the ladder, they belong to maintenance. Need to fill overtime within the classification

11. Vacation Schedule for #7 Paper Machine Employees:

USC: Need to get working on a schedule for vacations between now and June 1, 2008, and address carry-overs and other issues.

12. Insurance Committee:

USC: Have not met quarterly as agreed in the contract. Need to come to an understanding with Corporate as to what this committee is responsible for. Was supposed to have contacts with Corporate in order to resolve problems, contain costs, etc...

13. Job Analysis Committee

USC: Need to make sure this is active as well. There are jobs that need to be analyzed.

14. Employee Absence:

USC: Employee has taken from the mill to the hospital in an ambulance for a health condition at the recommendation of the nurse. The employee is showing an unexcused absence for that day.

MSC: Will review and respond.

15. Salaried Employees Doing Hourly Work in IT

USC: Changes are being made without proper documentation.

MSC: Have employee see S. Wood.

16. Mark Sampson Back Pay S&A

USC: Union requests that he be made whole for the time the company did not return him to work after he was released.

MSC: Will review with Kim Groulx and respond.

17. Lock-Out Tag-Out Policy

USC: The Union requests that the new updated LOTO policy be brought before the JSC for review.

MSC: All policies are going to an annual common review date.

18. Employees Right to a Shop Steward

USC: Wants to remind the Company that union employees to have a Shop Steward present if they want one.

19. Special Assignment

MSC: Wants to put Tina Hutton on special assignment on safety and compliance issues.

USC: Wants to make sure that this does not create an undue hardship in the Quick Stock department. Limited to a six month time frame.

20. Next Standing Committee Date

JSC: The next Standing Committee will be held December 12, 2007 at the Union Hall at 9:00 a.m.

21. Safety Audits

USC: Would like to see the results of the third party audit, as well as the OSHA audit from last week. Wants to participate in the closing conference.

Note: Next JSC Meeting will be held December 12, 2007 at the Union Hall beginning at 9:00 a.m.

for the Union

for the Company

Date

Date