

**USC:** Bill Kerr, Paul Burgher, Curt Ollila, Mark Oja, Herb Williamson (notes)

**MSC:** Ian Dieter, Olivia Huynh, Dave Hathaway, Emily Riggott, Heath Gibson

**Grievances:**

**12-76: Discipline for Safety Issue**

**USC:** No shop steward, EE working on unfamiliar equipment in unfamiliar area. Asks LOD be lowered to coaching. Cognizant management had not visited site before deciding on Discipline

**MSC:** Feels that level of Discipline was appropriate under circumstances.

**USC:** Ask USC to conduct incident investigation

**MSC:** Letters of Discussion are not referenced as forms of discipline in the CBA – reprimand, suspension, and discharges are. The Company views letters of discussion and coaching as the same thing.

**JSC:** General discussion about levels of discipline

**12-77:**

**USC:** Withdrawn-lacks Contractual merit

**12-78: Call in procedure-past practice**

**USC:** This was an operator's job, not extra work ref. 15.B

**12-79 Call in procedure EE skipped on list:**

**USC:** Proper effort not made to contact correct personnel ref section 15.B Make employee whole, this is also a matter of uncontested past practice

**MSC:** Feels union and management have opposite opinions on how this resolved in last contract negotiation

**#6PM Ground Rules:**

**MSC:** Will not endorse, adds costs

**USC:** Much work done on this, find it difficult to believe that this was all wasted, asks that this be sent back for re-work. Asks company to point out what's wrong and work with Dan Hickey for agreement so union can look at it.

**Day at a time vacations:**

**MSC:** Converting management has made a list of things to consider concerning DATV, Informational only

**JSC:** Discussed problems with the practice

**Mill Security policy:**

**MSC:** Mill has created comprehensive security plan, see attached

**Cameras**

**MSC:** Cameras be added on new conveyer system (info)

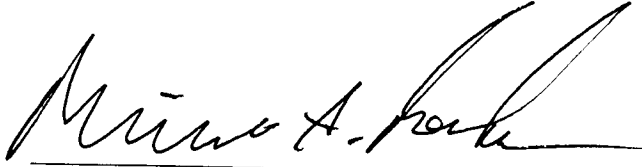
**MSC:** Followed up on Union's concern around cameras observing employee break areas in North Converting and upstairs warehouse 6PM but were unable to validate the concern. The security group is not aware of any cameras in those locations that serve that purpose.

**USC:** They are hooked up and 6 or 7 do not have control only viewing

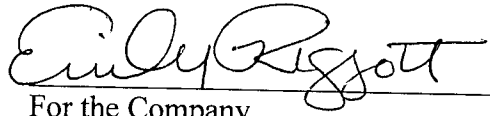
**Misc.**

**MSC:** Trial Open market vending system at west Mnt. vending area, honor system (info)

**Meeting Adjourned.**



For the Union



For the Company