

Standing Committee
December 17, 2008

USC: Mike Bouse, Ken Enneberg, Brandon Kent, Vince Leonard, Paul Burgher

MSC: Chad Davis, Shawn Wood, Fred Ceruti, Ron Kramer, Mike Tompkins

JSC: Both

Mike Tompkins spoke to the committee about the plans for next year and Performance Pay for this year. Performance Pay was calculated on unplanned events reduction, year over year fixed cost reduction and the percent of flex. Safety was not better year over year. They are developing strategies around next year's focus on Employee Health and Safety (EH&S), Compliance, Reliability, Fixed Costs, and Quality. The 2009 Safety Plan has been approved through WSC and will be made into posters. Mike Tompkins left after speaking to the group.

Grievances:

08-26: #6 Converting, 1&2 PM – 08009 Vacation Sign Up Guidelines

JSC: Pending Decision on Grievance 08-82

08-27: Danny Poe: 1&2 PM Curtailment

MSC: Third step answer issued 10/31/08. We need the USC's acceptance for the record.

USC: No response.

08-33: Supervisor Working – Electricians #6 ABT, 08-34 Supervisor Working - ABT Area Electrician, 08-35 Supervisor Working – Kelly Day & Kaufman – Line 6 ABT Palletizer, 08-78 George Brajcich – Contracting Annual Shutdown Work, 08-91 Local 1097 Mechanics Committee – Call Time – Shift Changes, 08-104 USW Local 1097 Mechanics Committee – Call Time – Shift Changes

MSC: The grievances have been heard by Mike Tompkins and third step answers will be issued soon.

08-43 Phone Contractor Work

MSC: This grievance to be heard by Mike Tompkins at third step.

08-65 Pension Pay

JSC: Mike Bouse to have John Castle contact Ron Kramer to provide information as to who he has spoken to at Corporate.

08-76 Richard Hermo Final Property Protection Rep

JSC: Grievance will be resolved when Board Meeting occurs in February 2009.

08-78 George Brajcich – Contracting Annual Shutdown Work

MSC: The grievance has been heard by Mike Tompkins and a third step answer will be issued soon.

Standing Committee
December 17, 2008

08-79 Mike Gwinner – Staffing on PM 1&2 during Multi-cut Trim

JSC: This grievance has been resolved with the following understanding . . .

08-80 Lanny Szczurek–Attendance Policy, 08-81 Monty Geisler – Premium Pay, 08-85 Peter Fessler–Job bid, 08-89 Roger Maki–Discipline

MSC: These grievances all need to be heard by Mike Tompkins at Third Step.

08-82 Vacation Allotment

USC: We did not receive all the information. We will send you a letter with the information we need.

MSC: Hold timely.

JSC: Agreed.

08-83: Don Dailey- Return to work

MSC: Step 2 Answer issued on 10/28/08. Union Response Requested.

08-84: Farid Ismagilov – Break Rooms

MSC: It is to be understood that if an employee goes to a normal break room area, and it is occupied, if requested to do so, a member of management will help the employee find a suitable alternative break area immediately. If the break time is affected, employees should have equal time added on to their break.

USC: Grievance Closed.

08-86: USC – Filling Vacancies

MSC: We want to address your concerns, but do not know which vacancies you are talking about.

USC: These are positions that are held by labor pool for more than six months and are in the shipping areas, storeroom, #6PM,

MSC: Are they labor pool that are in and out or are they continuously filling a spot?

USC: They are drawn from the labor pool but keep staffing levels consistent. Kay Crist would know who is being scheduled to cover.

MSC: There are several ways a company could handle vacancies. They can keep a small labor pool and have bid relief positions, or they can have a large labor pool and fill vacancies as needed.

USC: They are being assigned to jobs where they do not have seniority rights to.

08-87 Mechanics Committee-Equipment Removal; 08-88: Local 1097 – Contracting Out

MSC: This is equipment that was given to a Mexico Plant. How would you like to see it resolved?

USC: We thought you come prepared with an offer.

MSC: Hold timely, we will try to get an answer at break.

MSC: This equipment was an internal GP transfer. Usually this type of work is contracted out, and all arrangements were made outside of Wauna Mill. We should have notified but failed to. The other grievance is from the Kraft Mill area and the meeting for consideration requested by the Mechanic's Committee was lost in communication between the superintendent and the planner for the project. We will offer a monetary amount for each grievance to be paid to whomever the Union deems appropriate.

USC: We will discuss further and try and get back to you tomorrow, Thursday December 18th, 2008.

08-90 Local 1097 – Mechanics Committee

USC: This is tied to two other grievances.

MSC: So once Mike Tompkins answers we will know how to proceed. We are counseling managers to prepare answers more fully and appreciate your efforts to have the grievances filed with sufficient detail to understand them correctly.

JSC: Hold Timely.

08-94 Box Facial – Schedule Change, 08-95 Box Facial – Schedule Change

MSC: There was not a schedule change. We need more information to answer the grievance.

USC: There is a document for that area that had specific start times for areas.

MSC: We cannot find any document.

USC: The document was about courtesy relief and each area has their own start times. Hold timely while we try to find the document.

08-96 USW Local 1097 – Disciplinary Layoff

MSC: We are trying to understand the intent of this grievance.

USC: This has to do medical coverage and insurance payments.

Standing Committee
December 17, 2008

MSC: Each of these employees should have had the month of the disciplinary action paid, and then the month following. After that it would be covered by COBRA. What we need is specific information on each of these individuals to make sure we adhered to the labor agreement.

USC: At the company's expense, the premiums would be paid for the month of the disciplinary expense and the month following.

MSC: So you think that it differs from an active employee, that the company would pay for 100% of the cost, and the employee would not be responsible for their premium. We do not think this is the intent of the contract.

USC: The difference is that the employee has no paycheck coming in. The company would pay 100%.

MSC: We need specific information on each of the individuals. Hold Timely.

JSC: Agreed

08-97 USW Local 1097 Disability Retirement Health Benefit Premium

USC: The services that are provided through the doctors would be covered.

MSC: We have looked at our past practice and do not see that this has been done. We would expect that an employee going out on disability under age 55 would be treated like an active employee and would be responsible for the share of the premiums that they paid as an active employee.

08-98: USW Local 1097 – Return to Work Release

MSC: This matter was worked through in a period of two days to clear up confusion from the grievant having multiple doctors. The Company feels that was a reasonable period of time and does not feel the grievance has merit.

08-100: Gary Gates – Attendance – FMLA Exhausted

MSC: Held Timely at Step 2. The Company does not see this as a violation of the labor agreement.

08-104: USW Local 1097 Mechanics Committee- Call Time Shift Changes

MSC: The grievance has been heard by Mike Tompkins and a third step answer will be issued soon.

08-105 USW Local 1097 Mechanics Committee – Call Time – Shift Changes

USC: We received more than 36 hours notice before the start time. We withdraw the grievance based on the Labor Agreement in Section 18, Number 4 Item A, which states the following. "When notice of the change in starting time is given at least thirty-six (36) hours prior to the newly established starting time, no Call Time is payable."

Standing Committee
December 17, 2008

08-106 John Peters - Call Time – Shift Changes per week

MSC: Is there any additional information we should discuss?

USW: No, this grievance is moving on to third step.

MSC: If no additional information can be provided separating it from grievances 08-91 and 08-104, the third step answer to those grievances will be applied to this grievance.

08-107 USW Local 1097 Mechanics Committee – Call Time – Shift Changes

USC: This grievance is closed. It is the same grievance as 08-104.

08-108 Mike Byrum – Scheduling Employees 16 Hours

USC: This has to do with the sixteen hour rule. From the standing committee grievance 08-61.

MSC: That grievance was specifically for the situation of the grievance.

USC: It addresses scheduling for sixteen hours.

MSC: An employee was scheduled for sixteen hours during a down, and was told that during downs this would be common practice.

USC: There are plenty of other ways to cover the shifts. We understand that if there is an emergency and someone needs to cover, that people have to work sixteen hours. It is a voluntary thing for an employee stay and work sixteen hours. We are moving it to third step because it is a safety issue.

MSC: Can we hold timely until Frank Walsh can review this? In answer to answer this grievance, we try to schedule for only twelve hours, but contractually we can do so for sixteen hours. There is no violation of the labor agreement. This is very clear on page 15, section 15 of the collective bargaining agreement.

USC: Move to third step.

08-109 George Lomosney – Health Club Reimbursement

USC: We needed to know when the announcement to discontinue the reimbursement was made. They need to have 30-days notice. It is a monthly reimbursement that should have been stopped at the end of the quarter. Grievance withdrawn with the benefits going through December 31, 2008.

08-110 Dave Davis – Safety Jacket Recognition

USC: Hold timely please. Vince Leonard and Mike Tompkins will discuss further.

08-111 Susan Holum – Progression Ladder Seniority

USC: The employee is asking to be made whole for being displaced from the time she was removed from her department and Carol Bennett retired.

Standing Committee
December 17, 2008

MSC: This grievance is stemming from the point she was removed from the department. Why would this just be filed when it occurs back in January of 2008?

USC: It is filed when she first became aware that the issue is grievable.

MSC: You are asking to hold timely until the mediation discussion can take place?

USC: Yes. Hold Timely.

08-112 Darren Loftesness – Storeroom Bid

USC: This involves an individual who was disqualified from a bid, because there was something in his employee file. We are asking what would disqualify him.

MSC: Due to past disciplinary action in his file, we do not deem him qualified.

USC: This is one instance in a 20 year career at the mill. Why not let the employee go through the probationary period and be evaluated in the position? If issues arise, you have the mechanism to disqualify him then.

MSC: Based on his past performance the Company does not think that he is qualified.

USC: This is going to cause an incident if you keep calling him not qualified before letting him do the probationary period. How would the department even know of his past discipline?

MSC: This information is available on EPSS to managers.

USC: We think you should let the system work and have him go through the probationary period.

MSC: Let us see what he wants to do with the bid he has just submitted and go from there. Hold Timely.

USC: We would like to know by the end of the week.

MSC: The union should follow up with the employee to let him know he needs to make a decision how to proceed.

USC: The employee wants the storeroom bid.

MSC: With the understanding that we are not waiving our rights in the future to deem people qualified, we are granting the grievance.

08-113 Greg Wittman / Affected EE's – Failure to provide

USC: A problem was discovered with the R8 Generator and shut down the Kraft Mill. The whole crew was called at home and told not to show up when they had problems with start up. This was the day following the water wash when #6 and #7 PM was curtailed. The shift they were supposed to come back in on was not until after 8 hours of the R-8 generator.

MSC: The people on #6 and #7 were not within the 8 hour window?

USC: Factoring this in with the Curtailment, several people only had 1 or two days of pay that week. The shift started over 8 hours after the discovery of the failure. We are asking for three hours failure to provide.

MSC: These employees did not commence work?

USC: No, they were called at home and told not to come in. We spoke to Kay and were told a lot of people were called to not come in and work. We do not know how day shift of Friday was handled.

MSC: The reason we call is so they do not come in and commence work. We do not see how this section of the contract would apply to this situation. If the employee does not commence work, we do not have to pay.

USC: When a breakdown occurs in the first eight hours you do not incur any fines, after eight hours fines apply.

MSC: We do not agree on if the employee should come in to work and be sent home or if they are just called at home and told not to come in to work. They must come in to the mill and be sent home.

USC: The other part to this is the Kraft Mill was having trouble starting up after the repairs were made. This is an operational issue, not a breakdown. We are moving on to third step.

08-114 #7PM – Call In

USC: This is about #7pm shutting down and calling in employees from other areas in the mill other than calling in people on their days off. This has to do with Seniority. One of the issues is that a trainee and trainer were pulled off of #1pm to put on the fabric so it was written up as a safety issue. Also people in other departments were paid overtime instead of calling in people on their days off.

MSC: There was already a full crew on #7pm and the grievance is because they should have pulled in people on their days off to incur the overtime. We understood that the other people were working on straight time.

Standing Committee
December 17, 2008

USC: The department guidelines state that you should try to fill with people from the machine on their days off before you use people from other areas. Another issue is that there used to be enough staffing to do a fabric change without calling anyone in. Now the staffing level is so low, we have to have additional people help.

MSC: What does the guideline say about the paper machines? In other areas, you can pull people from other areas as long as no overtime is incurred. Hold timely until Friday, December 19th.

08-115 Dave Schaelling – Elevator Repair Work

USC: Will you be able to come up with a written document by the end of the year?

MSC: The group that needs to be brought together will not be able to meet until after the first of the year. We will try to produce the document before January Standing Committee meeting.

USC: We consider this resolved if the document is provided by next standing committee meeting in January 2009.

Agenda Items

Wauna Mill Sanitation Policy

MSC: Were there any questions about the information Craig Puzey sent out?

USC: We are wondering about how often the restrooms are cleaned, and how you will accommodate special needs.

MSC: Each area has their own break areas which is where employees working in their area will eat in.

USC: There will be some special cases when someone may need to eat something when they are not in their own break areas to regulate blood sugar.

MSC: We understand there will be special circumstances. We are trying to address items being found in product.

USC: Is this something that employees can be disciplined for?

MSC: We would go through the normal procedure of first talking to them, etc.

USC: In the course of work, an employee could get dirty. What does that mean about their cleanliness?

MSC: If an employee came to work already dirty, they did not have that happen at work.

Calling back Bumped Out Employees/ Grandfather Rights back to a Ladder.

MSC: Kay Crist has joined us to discuss this issue.

USC: We've discussed this before, employees who have been bumped are being offered relief positions in the area and these are individuals who worked above that position before they were bumped. We do not think they should lose their grandfathered rights if they do not want the job.

MSC: When employees are bumped out, they are moved down the progression ladder, including relief positions, and then moved out of the department. The logical solution is that you return to the department the same way you left. We have always grandfathered back on relief positions.

USC: When employees are bumped out of the area, they should have the right to go back as a relief if they want to, and the benefit to the company would be you are gaining their knowledge and experience back. However, they should also be allowed to wait until a permanent position opens up.

MSC: If a person was a blue slipped relief when they got bumped, what are their rights when coming back to the department?

USC: We think a relief position would not be grandfathered unless it is a permanent full time position. If it was just a regular relief they would be bounced out into other areas and shouldn't have grandfathered rights to the department.

MSC: We need to have a procedure we do for the entire mill. Once you've declined the permanent position, you lose the grandfathered rights, but they will be offered relief or permanent.

Rate of Pay 1&2PM

USC: We need clarification on the rate for #2pm for an employee who is out on disability but will soon be retiring. He is getting the rate for disability, but is being told that it will not be his rate for his retirement.

MSC: We had a specific agreement and will need to check the standing committee minutes.

USC: The machine tender on #2pm rate will cease to exist if or when the four machine tenders there retire. What rate will they get if only one machine is running? You have four employees who will move into that area in the next year. We need to know what rate they will get.

MSC: We will research this on the document Kay Crist has.

Vacation Relief Position

MSC: The vacation reliefs that are currently held by blue slipped employees will not be filled as people move out of those positions. Some areas do not utilize their vacation reliefs and it does not make sense to keep those positions.

USC: Will we have a list of these positions?

MSC: Yes, we will try and get that for you.

Daft Copy of the Standing Committee Minutes

USC: We do not have the time at work to go through the minutes. We are asking for a draft copy when we leave the meeting so we can compare the minutes to our notes and be able to interpret them in context.

MSC: By sending it the way we do now, we are sending you a copy that the MSC has already approved. It is sent to you for the USC approval. We are concerned that it would be hard to track.

USC: And you can still do it now.

MSC: We will try it and see how it works.

Plans for Compressed WorkWeek Quarterly Training

MSC: The labor agreement allows us to do quarterly training without having call times. We would like to use this for hyster recertification and confined space training. We will combine it as a full eight hours of training, but will not be able to do them all in one quarter.

Training/Overtime

USC: This is when someone was on training and overtime occurred in the job classification. We were supposed to discuss this as a group and come up with a uniform way to handle this millwide.

MSC: We would have to notify all the areas that the process has changed.

Search and Rescue Time Off

MSC: We will continue to support the search and rescue for areas within reason around the mill. If it is outside the area, we would have to have approval to do that. This time would be unpaid, but we will work with schedule.

USC: How often do instances happen?

MSC: We know of one individual who has gone out twice and one at a great distance.

USC: Are these for searches or training?

MSC: Actual searches

Standing Committee
December 17, 2008

USC: We would think that for a local area, you would support it by paying their wages.

MSC: We would still consider this in special cases.

Contractor Notification to Local

USC: This was discussed about a year ago, operations contracting needs to be brought to standing committee for notification. There is supposed to be a mechanism to notify the local.

Crane Operator

USC: This is the crane employee who was asked to stand by at home because he may be needed. The supervisor then brought in another crane operator to do the work. We are wondering if he has been paid.

MSC: We will check on this.

08-57 – What is the understanding?

USC: The minutes for Standing Committee reference an understanding, but we need to know what that is.

MSC: An extra person can be brought in when running colors and extra sets on 1&2PM.

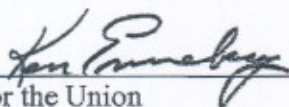
Compensation during Union Representation

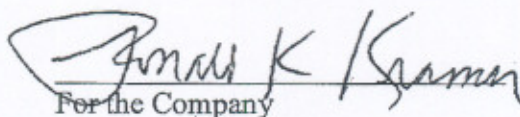
MSC: We are struggling with what your expectations are for compensation during the third step process.

USC: We will handle grievances at third step during the days when we are on the clock. Up until we have been in arbitration or mediation we were covered by compensation. Once in mediation or arbitration the union pays our wages.

MSC: We are trying to understand how the compensation would work. We need to discuss this and make it more clearly defined. Different mills handle it differently.

USC: We should be compensated for giving up our days off to come in and do standing committee; we do not get a call time, just overtime. Historically we have not had a lot of grievances that have gone to third step. There are a lot more grievances now that being handled and going through third step.


For the Union


For the Company