

**USC:** Bill Kerr, Mike Smith, Curt Ollila, Mike Benthin, Herb Williamson (notes)

**MSC:** Heath Gibson, Ian Dieter, Dave Hathaway

**Guest:** Steve Francoeur

**Steve Francoeur**

Gave brief on current safety and business standing for the mill. We have 5 outstanding First Aids that may become recordable. This is the worst Safety year in the last 5. There was an OSHA Complaint regarding the plant evacuation, probably be two citations against the mill for emergency power issues.

- Profits for the mill down from last year
- Company considering leasing land to 3<sup>rd</sup> party to create wood chipping operation
- Unitizing conveyer project pending

**3<sup>rd</sup> Step Grievances**

**14-01**

**USC:** Review shows no contractual violation; however there are inconsistencies to be resolved

**14-26**

**USC:** Salaried employee performing hourly work, union will seek monetary compensation; remedy would be discussion with salaried employee

**14-30**

**USC:** Valve replacement by unqualified personnel; remedy prevent reoccurrence

**14-31:**

**USC:** Work originally to Wauna Maintenance, contracted out after accident occurred; make affected Maintenance employees whole for lost hours of work.

**Grievances:**

**13-53, 14-17 & 14-23:**

**USC:** Received settlement

**14-21:**

**USC:** Still waiting for response

**14-25:**

**USC:** Curt Ollila provided further clarification and information, unions asks for 2 hours pay.

**14-29:**

**USC:** Hold Timely

**14-32:**  
USC: Withdrawn

**14-33:**  
USC: Withdrawn

**14-34, 14-35, 14-36, 14-37, 14-38 & 14-39 3TT Staffing Procedures:**  
USC: Grievants feel wronged that they were not selected in favor of Junior Employee's  
USC: Hold Timely

**14-40:**  
USC: Withdrawn

**14-41:**  
USC: 3tt running 5 TT's Equipment, discussion, Hold Timely  
USC: Asks for company to specify what constitutes the 5TT line

**14-42:**  
USC: Withdrawn

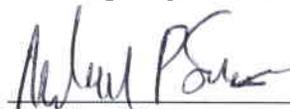
**14-43:**  
USC: Employee to be made whole for 4 hour Overtime and 4 hour call time, due to omission from call list. Discussion concerning vacation employees being placed on call list-Hold Timely

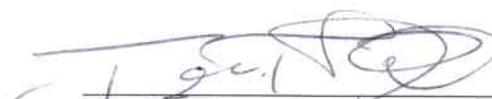
**14-44:**  
USC: Day A-2 employee required to return to work double. Call list should have been to cover vacancy. Senior affected employee make whole

**14-45**  
USC: Hold Timely

**14-46:**  
USC: Hold Timely

**Meeting Adjourned.**

  
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For the Union

  
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For the Company