

**Joint Standing Committee Meeting
December 20, 2006**

USC: Rick Erickson, Larry Reandeau, Mike Bouse, Paul Burgher, Ron Jones, Curt Ollila
MSC: Maury Shipper, Shawn Wood, Bruce Linehan, Frank Walsh

Agenda:

Grievances: 06-49, 06-50, 06-51

1. Safety Coordinators
2. Town Hall Meetings
3. MBM Training for Hourly
4. 2007 Mill Goals
5. P-Pay Parameters
6. Electronic Schedule Posting
7. January OSHA Training
8. MIS Crew
9. Cranes & Elevators Crew
10. #14 & #31 Winder Staffing
11. Steam Plant/MSG
12. Pension Plan SPD
13. Work Orders
14. Safety

06-49: Job Changes/Eliminations in ABT

USC: Concerned that there have been changes and the Union or JSC wasn't involved.

MSC: Those who have been bump back and retained rates. If they are called in under their new classification, but are then moved up they are receiving the higher rate of pay.

USC: Has issues if a Utility is called in (who was previously a Utility) he may receive a lower rate of pay than another Utility (who was previously a Wrapper/Bundler Operator) who will receive a higher rate of pay for doing the same work.

MSC: Craig Puzey presented document showing pre-RT ABT ladder, post RT ABT ladder and then new proposed ABT ladder. (See attached). Wants to add another rung to the ladder for Palletizer/Casepacker Operator. Explains the theory behind the changes.

USC: Will not agree to the job being broke out and analyzed. The whole department will suffer as all job rates will drop without a Head Adjuster. Has concerns that the employees are doing the same work, however, due to RT they may be receiving a lower rate of pay, i.e. a Wrapper/Bundler Operator position was eliminated and now that person is classified as a Utility. However, they are still doing the same work as before. Therefore they should be receiving the higher rate of pay.

MSC: Looks like we have two issues. One, we need to get the ladders corrected and communicated, and two, we need to resolve the pay issue.

USC: The lack of communication has caused so many problems. Need to get this corrected immediately. We need Joe Ertolacci to come to the JSC and communicate the changes prior to the changes actually being made.

06-50: Overtime/Scheduling

USC: In 7/8, without notification to the JSC, job titles were changed. Use to have 1 Adjuster, 3 Operator Adjusters, 4 Utilities. At some point the job to run the saw that had previously been done by the Operator Adjuster was now being assigned to a Utility. Now they are running with 1 Adjuster, 2 Operator Adjusters, and 6 Utilities. They are still doing the same duties and job responsibilities as before the change in job title/blue slip. Also, the wrong people are being called in to cover the jobs. This will cause more grievances unless the issues are being resolved. The real problem is once again, none of this came to the Standing Committee for discussion. Employees and direct supervisors are not being informed of the changes so nobody knows what is going on.

Jim Ford has already agreed to pay this grievance, but there are so many problems involved with the changing of the job ladders due to RT.

USC: Doesn't think we are still seeing "the real deal". For example HHT does not have Adjusters on the seniority list, but they are still scheduled as Adjusters; they are now listed as "Windermen". There are many issues around bump rights, job descriptions, job rate retention, bidding rights, etc. Please refer to new contract book, paragraph "C" under Wage Rates, item 11, *"Where used in this Paragraph C, a temporary period is one so designated by the Company, but after such period has extended longer than one week and the employee involved is thereby dissatisfied, he may request the Union Standing Committee to discuss the matter with the Company and such period shall terminate unless the Union Standing Committee and the Company agree otherwise."* The reason we are discussing this section of the contract is that the employees want to be doing their blue-slip job and be scheduled to that same blue-slip job. If you have eliminated jobs, please schedule people in their correct positions. If you have changed the duties and responsibilities of these jobs, please let us know what these duties and responsibilities are.

06-51: Employee called for OT While on Floating Holiday

USC: Person was called in for overtime while he was on a PFH. He said he told the Clockroom that he was on a PFH that day. He claims he told her twice. Clockroom Attendant claims that he did not tell her that he was on a PFH. Employee wants to be made whole for working on his PFH. We owe him double time for being called in plus another PFH. He just got paid OT and a CT for being called in for those 4 hours.

MSC: Wants to investigate further.

USC: Hold timely.

Safety Coordinators – Kim Gale

MSC: One assignment ended the first of December, the other four expire in January. Propose that we extend all five for 6 more months until the new salaried personnel are here and established. There is much work to be done regarding Safety throughout the mill and we will not be able to accomplish it without them. We like to see us continue an hourly presence in the mill and the Safety Coordinators are good way to do this.

USC: We agree about the work that needs do be done, but without modifying the labor agreement we cannot do this. They have already been extended another 180 days.

MSC: We understand that additional extensions have been granted before.

USC: The positions you are referring to were considered out-of-the-bargaining unit jobs, not “salaried jobs,” where there is a starting and ending date. The employees were assigned to the #7 PM for an eighteen-month period with a starting date and an ending date, the same as we did for the #6 PM. In minutes from prior meetings, we pointed out that these safety coordinators were considered by the union to be “in the bargaining unit” jobs. It was agreed that people in these positions would be rotated.

MSC: Agree to rotation, but it takes at least 6 months to get them trained, then they are gone. Propose that it be a two or three year assignment.

USC: Unless we re-open contract negotiations, we cannot change the contract language. We cannot protect the seniority of the Safety Coordinators in their department progression ladders for more than an additional 180 days. These same issues were discussed in the October 6, 1986 and December 7, 1987 JSC Meetings.

MSC: Will not post these positions, but fill with salaried personnel.

USC: O. K.

Town Hall Meetings:

MSC: Mill Manager will have informational Town Hall meetings beginning the first of the year.

USC: Voiced concerns.

MSC: Will get together with James and discussed the idea of restarting the Wauna Council meetings.

USC: Sees value in having the Wauna Council meetings again. It was a good venue to discuss all kinds of issues, and the opportunity to get the message out throughout the mill.

MBM Training for Hourly

MSC: MBM Training is being designed for all hourly personnel. It will be a 4-hour class to be held in February or March.

USC: Suggest that it be put on a CD that employees can view on either the mill computers or their home computers. This could save time and money.

2007 Mill Goals

MSC: Presented 2007 Mill Goals for review. Since the goals have the union logo on them, requests buy-in from the Union.

USC: Agrees to goals. Would like to see the Safety Goal be 0.0, but the target be < 1%. Also, company is using the wrong union logo. Rick will send correct union logo to Kristi Ward.

P-Pay Parameters:

USC: What parameters is the company proposing?

MSC: Maury will draft a document for review.

Electronic Schedule Posting:

MSC: Proposes electronic posting of schedules. No paper posting.

USC: Issues around the employees and supervisors being able to see the entire crews' schedule to catch scheduling error and to create call lists.

MSC: If we were able to post entire crew schedule electronically this may be an option.

USC: Not sure it meets contractual obligation of being posted by 3:00 p.m.

MSC: Will begin working together to come up with more consistent, effective ways to post schedules.

USC: Would like to be able to view schedule electronically from home computers.

January OSHA Training

MSC: Kim Gale will be organizing mill-wide OSHA training beginning in January. We will consider this notice of our Quarterly meeting, no Call Time will be payable.

MIS Crew:

USC: Heard that there have been some problems with people not getting their computer needs met. Also, heard that they may be putting MIS crew back because of this.

MSC: Have not heard of this.

Crane & Elevator Crew:

USC: Has some serious safety concerns. Management thinks anyone (maintenance) can work on this equipment, but union believes people need to be specifically trained in this area.

MSC: After meeting last week, Kim Gale is contacting OSHA on what the guidelines should be.

USC: We want it captured in the minutes that the union is very concerned about the safety issues involved. An Oiler was assigned to grease an elevator. As far as we know there are only two maintenance employees in the mill that are qualified to work on Crane & Elevator equipment.

MSC: Just for clarification, elevator maintenance may require special certification; however cranes may just require additional training.

JSC: Will wait to hear back from OSHA after the first of the year for more information.

#14 & #31 Winder Staffing:

USC: What is the plan for staffing?

MSC: Do not have that information at this time.

Steam Plant/MSG:

USC: Do we have a plan for Relief Pool for Steam Plant/MSG/Outside Operator/Recaust?
What are we doing with the ladders?

MSC: Will revisit at next meeting. Hold timely.

Pension Plan SPD:

USC: Why haven't we received the SPD.

MSC: Relayed communication from corporate regarding the status of the SPD.

USC: We want it now.

Safety Conference:

USC: Why haven't the expenses been paid to the employees.

MSC: Per Dean Goodwin, all expense reports were not received in the payroll department so that they could be paid on the last check. Will be paid on this next check on December 29, 2006.

Work Orders:

USC: There are a lot of work requests in the system, and they are not being addressed. We believe the number is close to 4000 work requests.

MSC: We are working on this.

USC: You say you are working on it, but there hasn't been any improvement.

Safety:

MSC: Under the Koch organization we will be held to even tighter standards for Safety. Koch's expectation will be < 1.0%. This will be hard to hit. James would like to know if the Union had any ideas of what we could do as a group to improve safety.

Next JSC Meeting: January 17, 2007

For the Union

For the Company

Date

Date