

## **Special Joint Standing Committee Meeting February 13, 2007**

USC: Rick Erickson, Larry Reandeau, Curt Ollila, Mike Bouse, Ron Jones, Paul Burgher

MSC: Maury Shipper, Frank Walsh, Shawn Wood, Ross Procter, Becky Phillips, Linda Ray

JSC: Both

### Agenda

1. **Process to Improve the Speed at Which we Implement Improvement Ideas – B. Phillips**
2. **#7 P.M. Contracting Out Grievances**

1. **Process to Improve Speed to Implement Improvement Ideas:**

- **MSC:** B. Phillips - Gave overview of how the initial system was set-up. Suggests training operators to act as process specialists. Will need training and access to the PTM tool. Each optimizer will look to people in the areas to assist in doing some of the leg work, research, etc. for these projects. Wants to know if the Union foresees any problems with doing this.
- **USC:** Worried that we don't have enough people in the departments to do the work that is already there, let alone take on more duties/responsibilities. Also concerned about the number of safety items that are in the backlog and not being addressed.
- **MSC:** Will work to give safety issues priority.
- **MSC:** Optimizer will still maintain ultimate responsibility.

2. **#7 P.M. Contracting Out Grievances:**

- A. **06-45 & 06-46 #7 PM Contracting Out:**

- **MSC:** Heard at 4<sup>th</sup> Step. Agreement to have Gary Swanson attend bi-weekly meetings of the Mechanics Committee to answer questions. He is now attending weekly, and will entertain questions and comments on the work that is being scheduled.
- **USC:** Agrees that this a good upgrade and this should avoid future problems with the #7 PM construction work.

**B. 06-54 #7 PM Contracting Out – Work on Groundwood Mill**

- **USC:** There was no consideration given to the Union for a meeting even though one was requested in writing.
- **MSC:** The modifications and repairs that were done to the Groundwood building would have not been done if the space wasn't needed for the #7 Project. What does the Union want to resolve this grievance?
- **USC:** Everything considered the Union is willing to settle several of these grievances for small monetary amounts, rather than the larger amounts that may or may not be due. All in all we would just like to get these resolved so we can get to other matters at hand.
- **MSC:** How would these grievances be paid?
- **USC:** A settlement check would be made out to the Union.
- **MSC:** What other grievances are to be included?
- **USC:** 06-35/06-36, 06-54, 06-55, 05-57, 07-05.
- **MSC:** Lacking information we would offer a settlement of \$10,000.00. 06-41 & 04-42 will be settled at 1<sup>st</sup> step, separately from those above.
- **USC:** Would the MSC settle for \$4,000.00 for 06-54, 06-55, 06-57 and 07-05? 06-35 & 06-36 are much bigger jobs, and will require additional negotiation.
- **MSC:** Agrees to pay \$1,500.00 for 06-54, \$500.00 for 06-55, \$1,000.00 for 06-57, and \$1,000.00 for 07-05, for a total of \$4,000.00.
- **USC:** Will consider these four grievances resolved.
- **MSC:** Will take 06-35 & 06-36 to James for a discussion on a settlement amount.
- **USC:** Offered a settlement figure suggestion for 06-41 & 06-42.

Larry Reardon  
For the Union

2/27/07

Date

Mawry Skipper  
For the Company

2-28-07

Date