

JOINT STANDING COMMITTEE MEETING MINUTES

February 15, 2006

Members Present:

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

MSC: Ann Fleck, Scott Beckstrom, Frank Walsh, Shawn Wood

JSC: Both

Agenda:

- **Grievances:** 05-15, 5-19, 05-20, 05-21, 05-25, 05-29 05-69, 05-74, 06-02, 06-03, 06-04, 06-05, 06-06, 06-07, 06-08, 06-09, 06-10
- **Other Items:**
 1. Maintenance Grievances
 2. Tug Boat Position
 3. Meal Tickets
 4. Napkin Ladder
 5. Vacation Eligible Hours of Work
 6. Vacation Guidelines for Maintenance
 7. Union Notification
 8. Incident Notification
 9. Clockroom Issues
 10. 1&2 Paper Machine 5th hands
 11. Courtesy Relief

Grievances:

05-15: Rate of Pay

MSC: Finalizing the flowchart that outlines the steps to follow for employees that may become medically disqualified from a position.

USC: Does it address the question of rate retention?

MSC: When rate retention applies is covered in the contract, but we can add it to the flowchart.

05-19 & 05-20: Tool Check-Out/Use of Shops

MSC: The 4th Step Meeting for these grievances is scheduled for February 27, 2006.

05-21: Beach Access

MSC: Beach access will be re-established following the terms and conditions in the waiver presented to the JSC. If individual employees abuse this privilege or the rules are not followed, beach access may be revoked on an individual basis. We are glad that we have reached a resolution that allows employees to enjoy this privilege. However, management does reserve the right to revoke beach access in the future should the need arise.

USC: Considers grievance resolved.

05-25: Scheduling

MSC: Our understanding is this grievance has been paid.

05-29: Domestic Partner Benefits

USC: Requests the grievance be held timely.

05-69: Labor Pool Scheduling

MSC: \$23,000 will be paid out in settlement of the grievance. This will be paid on the February 24, 2006 payroll check. No Call Times will be paid because most had multiple calls. There was also an inordinate amount of calls that went unanswered, were not responded to, or the work was declined while these folks were laid off.

USC – Upgrades in communication would have helped this situation greatly. Also it appears that the settlement was showing up under vacation pay and confusing people.

MSC – The actual pay code, according to Payroll, is “Settlement – Vacation Eligible”. This way the hours count towards hours worked for vacation eligibility.

USC – Will consider grievance resolved, but would like the previously published definition of work week printed in the minutes.

05-74: Medical Benefits

MSC: As outlined in the SPD, physical therapy doesn't count towards the annual out-of-pocket maximum, it has a separate \$2,000/yr benefit. This benefit is the same under both the old and new SPD.

USC: Hold timely.

06-02: Shift Change

MSC: Rules regarding shift trade only require the person to find a qualified relief. Rules regarding trading overtime require the proper mate to be asked. Looking into using a mill-wide form that is standard. Concerned about allowing trades on holidays. In this case the trade cost the company and wasn't cost neutral.

USC: No contract violation – withdrawn.

06-03: Denied Overtime

JSC: Agrees to send back to Step 1 for resolution.

06-04: Incorrect Call-In

MSC: Call-in procedure was followed. Called employee at 10:58, left message. Next call was over 1 hour later to next employee at 12:08.

USC: Withdrawn.

06-05: Maintenance Transfer

MSC: Reserves the right to exercise judgment around transfers and feels that this was done for a good reason in this case.

USC: Withdrawn.

06-06, 06-07, 06-08: Maintenance Contracting:

JSC: These grievances will be included with the other Maintenance Contracting grievances. The 3rd Step Meeting is scheduled for February 21st.

06-09: Incorrect Call-In:

USC: Shift Instrument Mechanic found his own coverage and was approved by the set-up foreman.

MSC: Hold timely, will investigate.

06-10: Bump Issue:

MSC: Management did not receive grievance prior to the meeting. Hold timely until we can review grievance.

Other Items:

1. Maintenance Grievances

Scheduled for 3rd Step on February 21, 2006. Looking at hiring approximately 10 new Journeyman off the street. Three openings have been filled. Also working on a multi-trade apprenticeship. Two apprentices will start in future but trades will depend on needs after we fill Journeyman positions.

2. Tug Boat Position

The relief position is posted. A license is required. If there are no qualified internal candidates it will be filled from the outside.

3. Meal Tickets

Reviewed the plan to transition out the meal tickets.

4. Napkin Ladder

Reviewed the changes to the Napkin ladder due to folders being removed. Will share with crews. This is based on currently known status of the Napkin folders and proposed rewriter.

5. Vacation Eligible Hours of Work

This is currently being reviewed.

6. Vacation Guidelines for Maintenance

Shawn Wood will review #4 Paper Machine's system.

7. Union Notification

USC: Need timely information on terminations in writing.

MSC: Agree. Notification was provided.

8. Incident Notification

USC: SAC member shared draft of changes to the Incident Notification Process.

9. Clockroom Issues

USC: Had difficulty reaching the Clockroom Attendant last week for vessel entry.

MSC: Will follow up, but need specific dates and times to best be able to address the issue.

10. 1&2 Paper Machines – 5th Hands

USC: Extra duties are resulting in 5th hands not having any break time to eat lunch or use restroom.

MSC: Do you have specific examples? Is this a regular occurrence, involve all 5th hands, or single individual, or situation that occurred one time?

USC: Have been given feedback that it's an issue.

MSC: Will look into to understand the situation.

11. Courtesy Relief/Mill Start Times

MSC: Reviewed options to bring mill into compliance.

USC: Does not believe that all employees entering the mill at the same time will not work.

Next Standing Committee Meeting: March 15, 2006

For the Company

For the Union

Date

Date

Attachment = 1

Attachment 1

Excerpt from the Joint Standing Committee Meeting Minutes

July 14, 1993

Page 2

“The Joint Committee agreed to void the agreement made stating that Labor Pool employees could be assigned a full 48 hours compressed in a calendar week (memo from Joe Hertig dated May 8, 1993). The procedure will be the same for Labor Pool employees as it is for other employees on the compressed work schedule: if a person is assigned to a crew (A,B,C or D) and works that crew’s schedule for that week, the person has assumed that crew’s schedule, including assigned days off. This means that there will be some weeks where the crew only works three days in that week; in those instances assigning the person another day’s work will be overtime and the associated penalties for working on a day off. If the person is assigned three days, each day on a different crew or two days on one crew and one day on another, that person can be assigned a fourth day without penalties, because they have not assumed the schedule of any crew. At the beginning of each week, the scheduler(s) need to identify those people who have assumed the schedule of a crew for that week, and not assign them more hours.

The Joint Committee agreed it was never the intent of the initial agreement to have people consistently working 48 hours every week without any penalties, which is what wound up happening.