

**Special Joint Standing Committee Meeting  
March 6, 2007**

**USC: Larry Reandeau, Ron Jones, Paul Burgher,**

**MSC: Maury Shipper, Frank Walsh, Ross Procter, Shawn Wood**

**JSC = Both**

**Agenda:**

- 1. Grievances: 07-14/07-15/07-26, 06-35, 06-36, 07-06, 07-07**
- 2. Appeals**
- 3. Maintenance Flow Chart**
- 4. Safety Coordinators**
- 5. #31 Winder Postings**
- 6. #7 Paper Machine**
- 7. Retirement SPD's**
- 8. Disability Retirement**
- 9. MBM Training**
- 10. MSG – Correct Pay**
- 11. Shipping Reliefs**
- 12. Crane Operators**
- 13. Light Duty Employee**
- 14. Communications**
- 15. Mechanic's Committee**
- 16. Shipping Department Employee**

**1. Grievances:**

**07-14, 07-15, 07-26 Cranes & Elevators:**

**USC:** In the last Standing Committee we were told that the maintenance employees needed a special license. The information presented by the MSC is incorrect. Steve Jurgenson spoke with the Assistant Chief Elevator Inspector, Ron Crabtree. He actually installed five of the elevators in the mill. (503) 373-1298. Steve gave testimony about his conversations with the state inspector. He indicated that the Inspector said that if the Cranes & Elevators crew were "qualified" to do one or more parts of the maintenance then they were qualified to do it all. If we say they are not qualified to do inspections, then they are not qualified to do any of the work, including maintenance. It is all or nothing, but if the company chooses nothing, then they will have to rely on outside contactors for maintenance, and if we have an emergency we will have to wait until we get someone in.

**MSC:** Were told that the inspections had to be done by a licensed inspector. Therefore we contracted that out, but we wanted to keep as much of the work in-house as possible.

**USC:** The big concern is that they were told to stay away from the elevators. Concerned that the inspections and maintenance need to be done monthly. If not done we could have an accident. Encourages the Mill to get in touch with the state inspector to get his opinion. Contracting this out will be very costly.

**USC:** New issue. Starting next week, there is only one person left in the crew. He doesn't want to work on this equipment alone. We have dug ourselves a big hole here. No one left to do it. If we contract the work out it will be very costly and we may not even be able to get people out here to do it. We are not in compliance on our man-lifts. Groundwood last inspected in June. The Kraft Mill and Steam Plant were last done in December. Inspections need to be done monthly. There are specifics around record keeping. Annual inspections are expired on all our elevators. Union wants copies of the most current inspections. If you deem the Cranes & Elevators crew not qualified to do the inspections, then you deem them not eligible to do the maintenance on them.

**MSC:** Will reserve the right to contact the State Inspector to get specifics.

**USC:** #6 Elevator is currently out of compliance. State Inspector required that we install limit switches, and that hasn't happened. They were waiting for the new elevator to be installed. It has not been installed and the current elevator still doesn't have limit switches.

**USC:** Need to sit down and talk about these safety issues, crew staffing, and compliance. Cranes & Elevators crew is on their 8<sup>th</sup> week of 12 hour days because they are so short staffed. We have been down this path before. That was why the crew was developed to begin with. Because the costs associated with getting contractors in at \$300.00+ / hour is cost prohibited.

**06-35: Contracting Out – Converting Rolled Maintenance Crew**

**USC:** Will settle for \$5,000.00 or paint the Union Hall.

**MSC:** Will need to look into it.

**06-36: Contracting Out – Converting Rolled Maintenance Crew**

**USC:** Need information from Maury

**07-06 MSG Crew – Maintenance Employee Operating Tele-Handler:**

**USC:** Presented documentation from OSHA that specialized training has to be given for each individual attachment to a hyster. Training must be given and record of training must be kept. Need to get this information out to the mill.

**07-07: Call in Procedure for Maintenance**

**USC:** Had agreed not to file a grievance if a meeting was held to work out these issues. A meeting was held but the USC was not involved. There has still not been a meeting.

**MSC:** Disagrees. Did speak to Ron Jones before implementing policies. Try to get together with him last week, but was unable to reach him. Have set up the system to do call-ins in the manner that was mutually beneficial, but will not be held accountable for wrong call-ins.

**USC:** Because of not having a proper meeting, we will file grievances.

**2. Appeals:**

**A07-01 Appeal of Discharge:**

**MSC:** Should know more later today.

**A07-03 Appeal of Discharge:**

**MSC:** Hope to have an answer tomorrow. We have hundreds of pages of documentation. Need to analyze.

**USC:** Agrees with the need to investigate, but can't leave people out here hanging. We need to take action. Maybe we should be paying people if we are going to leave them off work that long.

**3. Maintenance Flow Chart**

**USC:** Was told that there were only minor changes. Thought it had been run through the Mechanic's Committee. Then the Mechanic's Committee was told it had been run through the Standing Committee. Ken Enneberg handed out the old flow chart and the revised the flow chart. This policy/flow chart has been changed without a meeting between the two parties.

**MSC:** Ross Procter stated that he thought that it had been reviewed at Mechanic's Committee.

**USC:** Procedure in the past has been that these things are worked out in Maintenance Committee and then brought to JSC for approval.

**MSC:** There must have been a lack of communication. Proposes that we take it back to Mechanic's Committee and start over.

**USC:** Policies also need to be brought before the JSC before they are changed.

**MSC:** Believes we have the right to change policy as we see fit.



**USC:** This is a contract issue. The contract states that the Union will be notified. With all the new changes we should review all policies, both management and union.

**MSC:** Acknowledges that there is a lot of training that needs to happen.

#### **4. Safety Coordinators:**

**MSC:** Kim Gale had asked for an extension for the current coordinators to train the new coordinators.

**USC:** No, they have already been extended.

**USC:** Who are the new coordinators? Have they been selected?

**MSC:** Believes that they have. Will get the names.

#### **5. #31 Winder Postings:**

**MSC:** Presented the Union with the job descriptions for the new positions. If we can get these signed off on we can send to the TOC for T-rates.

**USC:** Asked for a copy of the tool list referenced.

**MSC:** Same as the tool list 3, 4&5 TT.

**USC:** Approved job descriptions.

**MSC:** Will be posted and the selection process will be similar as #6 PM & ABT.

**USC:** No interview process. This will be posted and bid like any other area. May put some special requirements on the bid.

**MSC:** Reviewed job requirements.

**USC:** Asked for clarification on the qualifications for the Work Process Leader as it pertained to move up experience. If the move-up is to Head Adjuster then O.K. If it means move-up to supervisor, the Union doesn't agree with that. We don't believe that there needs to be any Wrapper experience to dot his job. USC doesn't agree with any of the selection process. This is not what our bidding process is about. Use the current bidding process. If we installed a new Perini winder then that would be different, but would want to discuss any special selection process ahead of time, and not wait until we are ready to bid them.

#### **6. #7 Paper Machine**

**Mark Schneider:** Postings went up in February and are scheduled to be finalized March 15, 2007. The decision on #4 Paper Machine will be made within two weeks of that. Thinks we should extend the posting so that people will have the appropriate knowledge to make a decision on these bids.

USC: Will agree to a 7 day extension on the bid to March 23, 2007 @ 7:00 a.m.

MSC: Will note on the computer that the bid has been extended to March 23<sup>rd</sup>.

#### **7. Retirement SPD's**

USC: Wants to know where the SPD is. Have asked for it numerous times.

MSC: Will ask corporate.

USC: There is a fine for not supplying them in a timely manner. Have been told by other mills that they are having the same problems. Can never get health care or pension SPD's out of the company. The fine for not providing is \$100.00+ /day for every day they are over 30 days from the time they requested.

MSC: Will follow-up.

USC: Don't want to go to the Labor Board, but we are getting pushed in that direction.

#### **8. Disability Retirement:**

USC: In our contract extension we shortened the time for S&A, but we didn't change the amount of time to apply for a disability retirement. Would like a memorandum of agreement to change the time to apply from 6 months to 4 months.

MSC: Will have to take to corporate for approval.

USC: Will get together and draft a document.

#### **9. MBM Training:**

MSC: Wants dates for the E-Board for MBM training.

USC: What about the Wauna Council meetings April 16<sup>th</sup> or May 15<sup>th</sup>?

MSC: Maury will follow up

#### **10. MSG Correct Pay**

USC: Concerned that employees are not getting moved up, and therefore not being paid correctly when there are other MSG's vacancies in the Utilities dept. Also have not brought back the issue of the relief pool for Utilities/MSG.

MSC: We are looking at what to do with the yard crew. Many problems associated with these changes. Will schedule a meeting with the Union to discuss the MSG department.

#### **11. Shipping Reliefs:**

USC: Had an employee scheduled nights on Sunday, then had Monday off and then went to day shift (8 hours/day) for 4 days. Needs to be made whole for the day lost. Also need to notify the USC if we are changing compressed workers to day workers.

**12. Crane Operators:**

USC: What is the answer on moving the Crane Operators to the A-2 package?

MSC: Have not followed up on this yet.

**13. Light Duty Employee**

USC: Concerned that employees on light duty are displacing blue slip employees, i.e. the job is not being filled because she is filling it.

MSC: How long is she going to be on light duty?

USC: Not getting that information anymore. The position needs to be filled.

**14. Communications**

USC: H.R. is not talking to scheduler. Said we would settle Grievance 06-44 that we would note on the schedule that it was a regular quarterly meeting, no call time payable.

MSC: Will discuss with scheduler.

USC: Will hold you to it.

**15. Mechanic's Committee**

MSC: Do we want to continue to bring non-maintenance work to the Mechanic's committee for review?

USC: No. The Mechanic's Committee should be just doing contracts that apply to maintenance. Any non-maintenance work should come through the standing committee.

MSC: This is where we get into a gray area. Like when it's equipment like a sweeper.

USC: Should be brought to the Standing Committee. The sweeper should get put on the clean list.

MSC: So what you are saying is that these items would be reviewed at JSC quarterly and put on the clean list.

USC: Suggest separating them out on to two clean lists, one for maintenance and one for non-maintenance issues.

**16. Shipping Department Employee:**


USC: If the scheduler has scheduled people around him, whether he his frozen or not, then they are permanently around him. If there is room for him to move up he needs to



move up. If he can't move up then he needs to complete the paperwork to freeze in his position,

USC: The issue is that we are not meeting and working together.

**Note:** We will table the remainder of the grievances until the JSC meeting on March 13, 2007.

  
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For the Union

04-06-07  
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Date

  
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For the Company

4-6-07  
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Date