

# **JOINT STANDING COMMITTEE MEETING MINUTES**

## **March 15, 2006**

### **Members Present:**

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

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

**JSC:** Both

### **Agenda:**

- **Grievances:** 05-15, 05-19, 05-20, 05-29, 05-74, 06-09, 06-10, Maintenance Grievances
- **Other Items:**
  1. Maintenance Multi Craft Skill Enhancement
  2. Maintenance Call-In's
  3. Restricted Weeks
  4. Call-In Instruction Card
  5. Backing Out Vacations
  6. Day-At-a-Time Vacations
  7. Yard Crew
  8. Scheduling Change
  9. 1&2 Paper Machines
  10. Tug Relief
  11. Maintenance Vacations
  12. Courtesy Relief Elimination/Change in Start Times
  13. Shift Differential
  14. Seniority Lists
  15. Old Job Bids
  16. Probation Extension
  17. Maintenance 4-10 Trial
  18. Employee Freeze

### **Grievances:**

#### **05-15: Rate of Pay**

- **MSC:** Shared flowcharts that outline the general process for various types of leaves. These will be posted on the H/R web page. Covers FMLA, work related illness/injury, non-work related illness/injury. These are generalized, and not intended to cover all details, but do provide an outline of the process.
- **USC:** Grievance resolved.

#### **05-19 & 05-20: Checking out of Tools/Use of Maintenance Shops**

- **USC:** Have not received a copy of the response.
- **MSC:** The response was sent directly to Al Lippincott.
- **USC:** The Local should have been included.
- **MSC:** Will ensure that you receive a copy.

### **05-29: Domestic Partner Benefits**

- **USC:** Has requested this grievance go to the 4<sup>th</sup> Step.

### **05-74: Medical Benefits**

- **USC:** Withdrawn

### **06-09: Incorrect Call-in**

- **MSC:** The grievance has been paid.

### **06-10: Incorrect Return to Ladder**

- **MSC:** In the process of making changes to the Labor Pool. Rather than one big Labor Pool, we will be adding additional relief positions to many of the ladders. How many are added will be determined based on historical needs. This will result in opportunities to begin offering the ability to exercise grandfather rights to employees that were previously bumped from their positions. Additionally, the mill-wide Labor Pool will end up being much smaller than it currently is (approximately 5 – 10 employees). Once we work through the grandfather rights, we will begin to work with those folks in the Napkin area that will have bump rights due to the eliminations that are occurring in that area. Once those processes are complete, we will post the remaining relief positions in the bid system. We strongly encourage labor pool employees to bid on positions. Once we complete the bid process, we will exercise our ability to blue slip employees into any remaining relief vacancies. If an area curtails, the employees will be bumped back to the Labor Pool. Employees “blue-slipped” will be part of the department ladder. This should result in more stability.
- **USC:** We need to resolve the issue of when blue slip dates are effective. The employee’s blue-slip date should be the date they began in the department. We currently have blue slipped employees into the Labor Pool. Shouldn’t do this in most cases. Employees need to bid/accept positions on a ladder to be blue-slipped.
- **JSC:** In the past, some employees have been blue-slipped in the Labor Pool. This will not happen in the future. Exceptions will be brought to the JSC. We will not retroactively change blue slip dates, but will address on a case-by-case basis. In the future, we will use the 1<sup>st</sup> day worked in the department as the blue slip date. The 1<sup>st</sup> day worked in the department will be the day considered the bid has been accepted in the department.
- **JSC:** Grievance resolved.

### **Other Items:**

#### **1. Maintenance Multi Craft Skill Enhancement**

- **MSC:** Handed out meeting notes from the 11/30/05 meeting, and walked through the notes. Working with the Mechanic’s Committee on this and have shared with Human Resources.

## **2. Maintenance Call-In's**

- **USC:** Tin Shop has not been included as part of the call-in process. The Truck Shop employee was called before the Tin Shop which is incorrect procedure.
- **MSC:** Will provide information to Shift Managers to address proper call-in process. We intend to follow past agreed to procedures.

## **3. Restricted Weeks**

- **MSC:** Share that the following weeks identified for each area will have restricted vacations as a result of operational needs:
  - Maintenance = June 5, 2006 – June 23, 2006
  - #6 Paper Machine = June 12, 2006 – June 28, 2006
  - Additives = June 12, 2006 – June 25, 2006
  - Kraft Mill = June 12, 2006 – June 18, 2006
  - Steam Plant = June 11, 2006 – June 19, 2006
  - Recast (only) = July 17, 2006 – July 24, 2006

## **4. Call-In Instruction Cards**

- **MSC:** Working on improving the call-in and attendance processes. As a reminder, all employees are required to call-in through the clockroom when they are going to be absent for any reason. It is not acceptable to call the supervisor directly in lieu of calling the clockroom. To help communicate this expectation, employees will be provided with a card that outlines the proper call-in process. These will be distributed over the next several weeks. All call-ins should go through the Clockroom.

## **5. Backing Out Vacations**

- **USC:** If you are retiring and have vacation pay, schedule shows you on vacation and is not shown to be available for work even though you are working. Should be available for call-ins.
- **MSC:** Agreed.

## **6. Day-At-a-Time Vacations**

- **MSC:** Employees are trying to use DATV as After-the-Fact Floating Holidays. This isn't allowed. DATV must be requested in advance. Also, employees are required to use DATV days as they have already been paid for them. If employees don't do a better job managing and using DATV correctly this option may be eliminated.

## **7. Yard Crew**

- **USC:** Issue was that a lower level employee was operating the cranes because senior employees were frozen. The MSG training program was not supposed to be an apprenticeship or have a 1 year probationary period for book work. Also includes items that appear to require un-needed training.
- **MSC:** The probationary period has not been extended, nor do we consider this to be an apprenticeship. This is not the intent. We do, however, want them to have training for understanding, and have laid out training expectations that they are expected to complete during their first year in the department, but not as part of probationary period. We are not training them to be mechanics, but they do need to have understanding of the machinery they are operating and the ability to recognize when they may need maintenance.
- **JSC:** Agrees that Crane Operator job has changed and will be taking a look at this job.

## **8. Scheduling Change**

- **MSC:** We are making some changes in when weekly schedules will be posted. The preliminary schedule will now be posted on Tuesday and the final on Thursday. However, we do reserve the right to have up until the Friday at 3:00 pm that is outlined in the contract. We are also continuing to work on upgrades to the system so that employees can look at their schedules from home computer.

## **9. 1&2 Paper Machines**

- **USC:** What is the status of changes and impacts of additional duties added to the bottom of the machine crew (roll handling)?
- **MSC:** We are currently not aware of any serious issues. If something is going on, we need to have specific examples.

## **10. Tug Relief**

- **MSC:** Will go outside for Tug Relief position as no qualified internal candidates came forward.

## **11. Maintenance Vacations**

- **MSC:** We have developed a process to track pending/denied vacations in the event that the opportunity to later grant them arises, so they will not get lost in the system. Retiree vacations will continue to be included in the allotment because we (currently) don't backfill until the employee is actually gone. We have, however, updated the vacation policy to include #6 Paper Machine impacts so vacation allotments should now accurately align with the current staffing levels.

## **12. Courtesy Relief Elimination/Change in Start Times**

- **MSC:** Shared that Courtesy Relief is being eliminated and the reasons for the change. However, presented the option of signing a Memorandum of Agreement that would result in changing the mill start times to align with when, in general, courtesy relief was occurring.
- **USC:** Will review at union meeting and respond.

## **13. Shift Differential**

- **MSC:** Handed out updated shift differential which is effective April 1, 2006. Essentially increase will be \$ .01/hour for compressed workers.

## **14. Seniority Lists**

- **MSC:** Receiving many requests for seniority lists. Handed out a copy and will also put a copy on the H.R. web page. The web page will be updated quarterly and employees can access the list there.
- **USC:** We also request that department and job seniority lists are posted in each department or on the HR web page.

## **15. Old Job Bids**

- **JSC:** Will remove bid lists more than one year old that haven't been filled and will repost if the position is still needed. Will also remove any old postings that have been filled.

## **16. Probation Extension**

- **MSC:** Employee bid on #6 Paper Machine job and will be on vacation for two weeks. Would like to extend probation for 2 weeks.
- **USC:** Agrees.

## **17. Maintenance 4-10 Trial**

- **MSC:** Reviewed trial results. Hours worked are approximately the same. Call times and overtime are down as expected. Most of the crew likes the shift. Issue is on the management side due to tie-off issues with supervision and impacts on work duties. Belief is this needs to be a 4-10 shift with everyone on the same schedule, rather than split crews. This won't happen, so will go back to old schedule 5-8's.
- **USC:** Proposes staying on this shift without supervision last two hours of shift for 2 months.
- **MSC:** Will review and respond.

## **18. Employee Freeze**

- **MSC:** Informed USC of Company's intent to freeze employee.

*Next Standing Committee Meeting: April 14 , 2006, (Note date change)*

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*For the Company*

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*For the Union*

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*Date*

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