

**Special Joint Standing Committee Meeting
March 26, 2007**

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

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

JSC = Both

Agenda

- 1. Napkins**
- 2. Box Facial**
- 3. #31 Winder**
- 4. Special Assignments for #31 Winder**
- 5. Other Special Assignments**
- 6. Hourly Employee Doing Salaried Tasks, i.e. Security Badges**
- 7. Certification Process for #31 Winder**

1. Napkins:

MSC: Joe Ertolacci presented changes in the Napkin Department as follows:

NAPKINS	Current	Go-Live	Per Shift
Head Adjuster	4	0	0
WPL (Work Process Leader)	0	12	3
Intermediate Adjuster	8	0	0
Consumer Operator	16	20	5
Annex Operator	20	16	4
Main Floor Operator	24	12	3
Relief	10	0	0
Baler	0	4	1
Quickstock	0	8	2
Total	82	72	18

- There will be three (3) Work Process Leaders per shift. One (1) "Lead" and two (2) "Intermediate".
- The extra WPL will do relieving on the floor.
- The overall headcount for the department will decrease by 10.
- Machines 11 and 42 will be decommissioned.
- Machines 31, 36 and 38 will only run one at a time.
- Quickstock drivers will remain.
- Seven (7) Blue Slipped Vacation Reliefs will remain, but are not shown in the ladder.

USC: When will the changes be effective?

Joe: The week of April 9th. 11 and 42 are down, and 31, 36 and 38 are nor fully loaded.

USC: Asked if the Mill was going to stay in the Folded business.

Joe: Yes, but more machines may be eliminated by bringing in new, faster equipment.

USC: Why are we working so much overtime?

Joe: All the changes have not been implemented. The changes in both Napkins and Box Facial will free up 14 people to staff the new #31 Winder.

USC: We want to remind the MSC of proper notification procedures regarding contracting out. If more machines will be decommissioned, disassembled, etc... and the company is considering contracting out this work then the proper notification must be made.

MSC: Understood.

2. Box Facial:

MSC: Joe presented the proposed changes to the Box Facial Department:

BOX FACIAL	Current	Go-Live	Per Shift
Adjuster	2	0	0
WPL (Work Process Leader)	0	2	1
Assorted Pack Operator	2	2	1
Cartoner Operator	2	2	1
Folder Operator	2	2	1
Utility	2	0	0
Relief	2	0	0
Total	12	8	4

- Overall headcount for the department will decrease by 4.
- WPL will do relieving. The only real change is the elimination of the Utility and the Relief positions.

USC: What about Vacation Relief?

Joe: Will keep the Reliefs, but they will not show on the ladder. The Baler will assist with setting rolls on the Box Facial equipment. Have analyzed their work load and think we can handle the extra duties.

USC: Concerned about the additional work. Thought they were also going to be running the sweeper to keep the covered road ways and other areas in the department clean.

Joe: Becky Phillips' area is handling the Sweeper.

USC: Are you assigning the Baler to the Box Facial ladder?

Joe: No, they will stay in their own ladder.

USC: Doesn't agree with this.

Joe: Doesn't understand the issue.

USC: They would be taking over duties and responsibilities of the Utility Operator in Box Facial, but get no rights to, or benefits of the ladder. We are also concerned about how the Baler can do both jobs at the same time. Sees the Baler doing Box Facial work all the time and not able to take care of the Baler work. Who is going to be assigned to clean up?

Joe: Without Scott Schuff here, I can't answer that.

USC: Suggests a meeting with Scott to get more information.

Joe: Will go ahead with the Napkin ladder changes and reassess the Box Facial area.

USC: Wants to make note that the Baler position is a bumpable job. Also, Baler is a compressed shift position while Box Facial is a day position. This could cause additional problems.

USC: Makes suggestion that the whole department would shut down and take breaks all at once.

Joe: We can't do that, we need the product. Need to have the machines running.

USC: Then why don't you keep the Utility if demand is so high??

3. #31 Winder:

USC: Understands that we have reduced the requirements for the Work Process Leader for the #31 Winder.

MSC: Originally the requirements had been 3 years Winder experience, qualified as an Operator Adjuster, and had move-up experience. We did not get enough qualified bidders so we re-posted for 7 days and dropped the requirement of having the move-up experience. We now think we'll have enough qualified bidders.

4. Special Assignments for #31 Winder

MSC: Requests that Joe Sabo, Curt Crawford and Leroy Crabb be placed on special assignment.

USC: Agreed.

MSC: Also requests a short special assignment period for Darren Loftness, Richard Van Winkle and Tom Day who are working on various parts of the training for the new winder. Looking at 4 weeks at the most.

USC: Agreed.

5. Other Special Assignments:

MSC: Also wants to notify the Union that Monica Gaillard will be moved to train and work with Kay so that we can get coverage for Kay's vacations this year. Plan is to have her on special assignment for 3 months, back to floor for 3 months and then back on special assignment.

USC: Agreed.

6. Hourly Employee Doing Salaried Tasks, i.e. Security Badges

USC: Also wanted the MSC to be aware that the Union is concerned about an hourly employee doing salaried duties, i.e. being in charge of the employee security badges.

MSC: This is a temporary solution.

7. Certification Process for #31 Winder

MSC: Looking at a certification process for the #31 Winder Complex.

USC: Will you be using this process during the 60 day probationary period to qualify or disqualify people?

MSC: Yes, for the basic components of these positions. Employees must be able to demonstrate that they can perform the basic work duties.

USC: If you are using it to assess a person's ability to successfully perform the job functions, then the Union is in agreement. If you are using it to identify if additional training is needed, then the Union is also in agreement. But, if you would use it to disqualify someone after they Blue Slip in to the department after their probationary period, then we do not agree.

MSC: If someone can not grasp the concepts of the job we would bring the issue back to the JSC.

USC: We would have to take a real hard look at this before we could agree.

MSC: Our intent is to have a process in place to assure that training is done so that employees are well trained so that they can do an effective job and meet the requirements and expectations.

USC: The Union agrees that employees should not be automatically moved up in the ladder. Still concerned about the "certification" process. Doesn't want to see people have to continue to "re-certify" to keep their positions.

Larry Readeau
For the Union

M.C. Skiff
For the Company

4/10/07
Date

4-10-07
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