

Joint Standing Committee Meeting Minutes
April 18, 2007

USC: Rick Erickson, Larry Reandeau, Curt Ollila, Ron Jones, Vince Leonard, Paul Burgher, George Brajcich

MSC: Maury Shipper, Ross Procter, Shawn Wood

Guests: Ted Weitman, Chad Davis, Kay Crist

AGENDA

Grievances: 07-21, 07-27, 07-32, 07-33, 07-34, 07-35, 07-36, 07-37, 07-38, 07-39, 07-40, 07-41, 07-42, 07-43, 07-44

Other Items:

1. Safety Initiatives/Programs Coordinator
2. Converting Break Times
3. IT Department
4. Maintenance Vacation Leveling
5. Storeroom Free Issue Area

07-21: Installation of Emergency Generators

USC: Old generators were removed and new ones installed. These were supposed to be emergency generators. They are still running. The company said they would investigate but nothing has been done since the last time we talked.

MSC: Agreed, we have not followed-up. What would resolve the issue?

USC: Pay it. The Union still has not received the documents we requested on this and other grievances.

MSC: Was this a notification problem?

USC: We have requested the review sheet, P.O., etc. and have not received it.

MSC: Will locate documents and see if there was proper notification. In the meantime we will get the generators shut down that are running in #1, 2 & 4 Paper Machine areas.

USC: O.K., but let's not wait to get this done.

07-27: #7 Paper Machines Receiving

USC: We were told that MSC would look into the issue.

MSC: Spoke to Mark Schneider. Receiving is being done just like it was done with #6 Paper Machine.

USC: Price Howard never discussed the receiving for this project or any other work that would be done in the Groundwood mill. This is just another example of the company violating the scope of work.

MSC: We used contracted workers for the #6 project.

USC: No, Katie Meredith was also assigned to the project to do the unloading in the #6 Receiving area. It was not contracted out.

07-32: Management Delivering Parts

USC: We were told that this was just part of the Rapid Transformation process.

MSC: We are investigating.

USC: Doesn't understand what kind investigation needs to be done. Management is doing our work and we want to be reimbursed for it. Honor the contract.

MSC: We need Frank Walsh's input. He'll be back in the mill tomorrow.

USC: The first three grievances we have heard today the company has asked to hold timely. However, the work continues to be done. The Union requests a meeting to get these resolved before the next regularly scheduled JSC meeting.

07-33: Painting of the #2 PM Yankee

USC: The Union was supposed to get the information the day after the last meeting. We have still not received it. It is hard to get these grievances resolved when we cannot get the information we request. We trust that the management will do what they say.

MSC: Exactly what information have you not received?

USC: The Union requests the costs and hours for the job.

MSC: Will get the requested information.

07-34: Supervisor Displacing Employees

USC: Would like to get back to answering these at the 1st Step. This grievance went directly to 2nd Step because things are not being followed up on. The Union requests 8 hours pay + a Call Time for 2 individuals that should have been called in.

MSC: Does not think that this was worth 8 hours pay for 2 millwrights.

USC: Would agree to send back to 1st Step for settlement with the Mechanic's Committee.

MSC: Agreed.

07-35: Cranes & Elevators Crew

USC: Wants the Cranes & Elevators Crew reinstated so work gets done and done correctly. Union also requests that the company train more people to cover for those who have retired.

MSC: Will get training in place so that our employees can perform inspections. Training will occur after the Annual Shut-Down. Management is also aware that we need additional training to do repairs.

USC: Union wants it noted that we have gone down this path before, that's why the Cranes & Elevators crew was formed.

MSC: Needs to give the whole issue more thought.

USC: Requests that we hold timely until the June JSC meeting.

MSC: Shawn Wood will report back.

07-36: Contracting Out – Sprinkler System

MSC: What does the USC want to resolve the issue?

USC: Pay for three Millwrights for one 10 hour day.

MSC: Would like to get this settled today however, paying 30 hours seems unreasonable. If the Union would agree to a couple hours of pay each, then we could agree to resolve.

USC: Will accept the six hours pay. Hope that you see this as our good faith efforts in trying to get back to the way we used to get things resolved.

JSC: Pay six hours (Journeyman rate) to the USW Local 1097. **Grievance resolved.**

07-37: Contracting Out – No Notification

USC: Company brought in Campbell Crane to do work without notification to the Mechanic's Committee. Wrong equipment was used. Safety issues involved. Need to get overhead crane fixed.

MSC: What would resolve the issue?

USC: Four (4) hours pay, to Sr. Crane Operator scheduled to operate the crane that day.

MSC: Agreed. **Grievance resolved.** Will get together as a group to discuss a path forward for dealing with similar situations.

USC: If an emergency situation arises in operations then the Management will contact the President or Vice President of the Union as well as the Standing Committee chair.

07-38: Local 1097 Employees Displaced

USC: Similar to 07-37. In the past a call would have been made to the MSG Supervisor, and calls would have been made to those who were qualified to do the work both in the MSG crew and those outside the crew who were qualified. There were other grievances filed in regard to this same issue. Would like to hold timely until they all can be investigated.

07-39 & 07-40: Contracting Out # 45 & 47 Folders

USC: Had a vendor in the mill who was suppose to be working with the maintenance crew, but who ultimately was operating outside the original scope of work.

MSC: We are in agreement that when the vendor was doing the Shift Electricians' work we would be responsible for compensation, but does not agree to pay \$8,000 bid for the original contract.

USC: More to it in that. The paperwork needs to be more specific, and the contract review sheet needs to be more detailed so that these vendors understand what they can and cannot do.

MSC: Agreed that the paperwork was not completed as well as it could have been. Still doesn't agree to pay more than the compensation for the Shift Electrician. Needs to understand that this is training for operations personnel, the actual maintenance work is secondary to the training.

USC: Management actually sent this vendor to a high voltage electrical box to work on it because the equipment was down and out electrician was not available. This is a safety issue as well. Also, how do we know he was actually licensed in the state of Oregon? Doesn't think that the employee will be satisfied being made whole for the job. He wants the whole \$8,000.00 paid. The Union is willing to resolve the issue if we can make the management aware that they need to educate the vendors on their duties and responsibilities, and pay six (6) hours (Journeyman rate) paid to Local 1097.

MSC: Agreed. **Grievance resolved.**

07-41: Contracting Out – 42" Plasma Mount

MSC: The Company agrees to settle at 1st step and pay 16 hours to the Local Union. Straight Time, Journeyman rate of pay. **Grievance resolved.**

07-42: Repair Loading Dock Locks

USC: Have not received any of the requested documents. Besides the mechanical part, there was also some electrical work involved. This is work we have done in the past. Doesn't understand the "liability" issue.

MSC: Needs to review with supervisors.

USC: Hold timely.

07-43: #5 PM Quarterly Meeting

USC: The schedule was made after the agreement at the JSC that we would post on the schedule that it is a Quarterly Meeting/No Call Time. It was not posted on this particular schedule.

MSC: Schedule was done prior to Kay getting notification for JSC ruling.

USC: Will take to third step.

07-44: Trainee Scheduled and Worked Operator's Job

USC: Would agree to return this to 1st step to be resolved.

Note: USC: Wants to know what the status is of the answers to 3rd Step grievances # 07-02, 07-03, 07-08, 07-10, 07-11. Also needs a meeting date for 3rd Step grievances # 07-14, 07-15, 07-16, 07-30, 07-31, 07-33

Safety Initiatives/Programs Coordinator – Kim Gale

Kim: Handed out proposal to add a blue slipped position to the Safety Department, like the PSM Coordinator. Need a person who would stay in this position rather than rotate every year. Looking for specific skill sets. Rate would be the same as the PSM Coordinator.

USW: Wonders how many of our hourly employees possess these qualifications. Brought up concerns about having so many requirements/qualifications. We would like to see an hourly employee in this position as well, but putting this number of qualifications on the position is disqualifies the majority of our membership from bidding and being selected for the position. Could pare down the qualifications and weed this out through the interview process.

MSC: Requests the term “qualified” be defined.

USC: Read Section 25, A, 12 of the Labor Agreement.

MSC: Qualifications would then be “Coordinates implementation and continued successful operation of key GP Wauna initiatives and programs.” The requirements would then guide who would be deemed qualified.

USC: Requests some modification/simplification of the requirements.

Kim: Will draft a document with changes and resubmit to the USC.

Converting Break Times – Craig Puzey & Fred Ceruti

MSC: Presented the proposal to change Converting break times from three (3) 30 minute breaks per shift to two (2) fifteen minute breaks and one (1) 30 minute break per shift.

Fred: Wauna's labor costs are the highest of the four large mills. We had to take a hard look at our staffing and work being done in the Converting department. All other mills are currently at 60 minutes (total breaks) per shift.

USC: We have a 40 year history of breaking in the manner we do now. Would like management look at making the break times from minute off the machine to minute on the machine. Would probably save 10 minutes on each end of each break.

MSC: This is what the Converting Transformation Team and the Boston Group suggested to help save costs. Have we thought about going to an unpaid lunch period, as allowed by the wage & hour laws?

USC: This does not apply to a union with a labor agreement.

MSC: Are breaks/lunch defined in the labor agreement?

USC: Not specifically.

MSC: The Work Process Leaders have been designated as the Reliefs. We need to reduce the number of minutes they spend relieving for all the other positions so that they can continue to do training, etc...

USC: When are we putting this into place?

MSC: Tentatively, June 1, 2007 unless there are road blocks that we can't foresee.

USC: Can't give our blessing on this.

IT Department – Aaron Bathum

Aaron: Would like to use a labor pool person to hook up phones and PC's. Just the basic work, PC/phone moves and changes that would not require adding lines or doing electrical work.

USC: If we are talking about apprentice work, then we would support that.

Aaron: This would not necessarily be full time work. Most of the backlog is basic work, not requiring a Journey-level person to do the work.

USC: Doesn't see why any hourly employee could not do some of this work, but some will require advanced level skill.

Aaron: Wants to be able to give the work to a labor pool employee to do deliveries etc.

USC: Doesn't see a problem with this as long as we are using our employees and not contracting this out. Suggests that we bring back the MIS Maintenance crew to get a lot of this work done.

MSC: Doesn't see the need to bring back multiple people. Will direct the work from the IT department, and assign appropriately.

#7 Selection Process:

USC: Concerned that the criteria has been changed. Why did our long-time Machine Tenders not be selected from the Machine tender positions? They passed the Bennett Mechanical test.

MSC: We agreed that it would be based upon three (3) parts Bennett, Interview, and Work Performance. Then during a meeting we agreed to review the performance piece, but that it would not be considered in the selection process. We decided at our meeting on March 20, 2007 that the Bennett Mechanical test scores and the interview would be weighted equally 50-50.

USC: Doesn't remember this. Thought that past performance was a key indicator. Doesn't remember agreeing to this, and if we would have seen the minutes we would have never agreed to it.

MSC: This is why we had the meeting, because it was not clear what had been agreed to with prior players. Did not understand that this was a Standing Committee Meeting. The meeting was for clarification purposes only. Thought that had been accomplished.

USC: Does not remember agreeing to a 50-50 score. Also remembers discussing that performances reviews had not been done routinely, but that the PM's had done a pretty good job at doing the reviews. Thinks that these folks were hand picked and others with the qualifications and seniority were by-passed.

MSC: Asked for clarification from the Union on what they thought the process was.

USC: Thought it was based on Bennett score of 7 or higher, the interview, assessment of past performance, and seniority.

Maintenance Vacation Leveling

MSC: Need to move to true vacation leveling due to the reduction in force. Reviewed proposal.

USC: What happens during a black out period.

MSC: Those who have already requested would get it off, but any other requests would be denied.

USC: Math doesn't work.

MSC: There will be times when, as circumstances allow we may be able to allow more people off.

USC: What about people who take day off to day off (mid-week), or shift workers.

MSC: Needs to take a look at this case by case.

USC: What about salaried set-up supervisors? Don't want them to relieve for a salaried employee's vacation, and then have an hourly employee denied a vacation because the maximum number of employees are already off.

MSC: Looking at building in enough salaried employees to backfill for vacations, sickness, etc... Wants to know if the Union would consider allowing set-up supervisors again?

USC: Might agree if the Company will staff back the maintenance force to full again.

Storeroom Free-issue Area – Chuck Neumeyer

MSC: Wanting to increase the free-issue area and have a Vendor stock it.

USC: Need to use our employees, no a vendor.

Next Joint Standing Committee Meeting: May 23, 2007

Larry Reardon
for the Union

Morris C. Alippe
for the Company

5/3/07
Date

5-7-07
Date