

JOINT STANDING COMMITTEE MEETING MINUTES

May 17, 2006

Members Present:

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

MSC: Ann Fleck, Scott Beckstrom, Bruce Linehan

JSC: Both

Agenda:

- **Grievances:** 06-12, 06-13, 06-16, 06-17, 06-18, 06-19, 06-20, 06-21
- **Other Items:**
 1. Storeroom Running Short Handed
 2. Converting Safety Job
 3. Operations Excellence Group
 4. Call-ins/Lack of Response
 5. Smoking Areas
 6. Painters
 7. Maintenance 4-10 Trial
 8. DATV

Grievances:

06-12: Storeroom No Call-in Made

- **MSC:** Confirm sent back to Step 1 and resolved.

06-13: Storeroom Incorrect Call-in

- **MSC:** Confirmed paid and resolved.

06-16: ABT Incorrect Call-in

- **MSC:** Confirmed that the correct individual was paid.
- **JSC:** Resolved.

06-17: Call-In on Floating Holiday

- **USC:** This is not a new issue. Believe that the reference in the contract (14, G, 2c) applies to Floating Holidays that have been scheduled but are then cancelled before they are actually taken. If the employee is called to work after the Floating Holiday has started, this day then becomes a “restricted” day and should be treated as such. The employee, on the second call, volunteered to come in even though he was on a Floating Holiday. Floating Holidays are 24 hours. USC will supply copies of prior JSC meeting minutes covering this.
- **MSC:** We do recognize and appreciate that the employee did respond to the mill’s needs and came in to help. Would like to review the additional information from past discussions.
- **JSC:** Hold timely for additional information. Will resolve between meeting if possible

06-18 and 06-20: Maintenance Work

- **USC:** Please remove comment regarding the labor pool that was included in 06-18 as this is not part of the grievance.
- **USC:** We believe that management has changed the philosophy regarding the type of work that maintenance is responsible for in the mill. In the past, our maintenance group has done some new installation and demolition work, etc. and it appears that management has changed this practice without notification to the Union. We have agreements in place regarding what work maintenance does and we feel this is our work.
- **USC:** We also question the practice of having maintenance employees doing clean-up work. Isn't maintenance work a higher value use of the millwrights' time?
- **MSC:** While the discussions may not have been explicitly captured in meeting minutes, we do believe that these conversations have taken place. During the December Standing Committee meeting, the Maintenance Manager was present and we did discuss our approach to managing maintenance work in the mill. Our understanding is that these conversations have also been held with the Mechanics Committee. However, we can certainly invite the Maintenance Manager to our June meeting and have further discussions regarding this topic.
- **MSC:** We would like to be clear, however, that we do not believe that we have displaced any of our maintenance employees and they have in fact been having to work a significant amount of overtime. Additionally, we have had difficulty getting employees to respond to call-in needs which is an indication to us that maintenance folks are not available for additional overload work.
- **MSC:** We will look at each work request on a case-by-case basis to determine if we have the manpower to do the work, if it is cost effective to do internally, and what the opportunity costs are for doing the work ourselves vs. having our maintenance employees otherwise engaged. If our folks can do the work and it makes business sense, we will. However, if it is overload work that does not make business sense for us to do internally, we will contract it out.
- **USC:** You talk about the fact that you have not displaced maintenance employees. Actually, our maintenance department is still operating short-handed. Management agreed in a resolve of grievances to maintain 205 mechanics in order to not create a permanent overload. So what you are actually doing is displacing workers that you previously agreed to hire and have not done so yet. The Union would also like to request that Management consider Journeymen (mechanics, electricians, etc.) that are being reduced at other GP facilities for our vacancies to be able to transfer here.
- **MSC:** We do recognize that we are still in the process of hiring additional maintenance employees and are actively working to do so. We also recognize that the recruiting process is taking longer than we would like. However, we have made offers that have been accepted to 4 additional folks that will be starting over the next couple of weeks once we have their drug screens completed and are continuing to work on recruiting and selecting others. We are open to considering candidates from other GP facilities for our Journeyman and will be communicating vacancies accordingly.
- **USC:** Hold grievances timely until we can discuss further with the Maintenance Manager.

06-19: Scheduling Issue

- **USC:** After preliminary schedule was posted, employee communicated to the Supervisor that overtime was available in his classification and that he should have been the individual scheduled to work it. He was scheduled for hyster training, but made several alternative suggestions. Employee was available to cover in his classification – either for the whole day and reschedule hyster training or do the hyster training and finish the remaining 8 hours of the shift. This was similar to another nearly identical situation that was scheduled in the same area during that same time frame. Believe this is a contractual violation because he was available to work the overtime in his classification. Supervisor should have corrected before the final schedule was posted, but didn't.
- **MSC:** Will make the employee whole.

06-21: Scheduling

- **USC:** Shippers are being asked to help out with the loading of the trains on a very frequent basis. We have a hard time understanding why management is not taking another look at the staffing situation since it is not working well. We are asking that you put these four (4) jobs back.
- **MSC:** We are not putting these positions back into the shipping ladder. We do expect the departments to work together and communicate the issues to ensure the work is done in a safe manner.
- **JSC:** We need to work together on any future changes to ensure that we have transition plans in place.

Other Items:

1. Storeroom Running Short Handed

- **USC:** The storeroom employees are concerned with running short-handed. The issue is taking an employee out of the bargaining unit to do other work while running short on the floor. Should not be moving up if they can't back fill the spot.
- **MSC:** We are not aware that the Storeroom is running short. Currently, all of the positions are full. Management has the right to determine work priorities and run the department as they determine best.
- **USC:** Understands, but the Union takes pride in this work and the job should be covered. Should look at all the options. Extra relief employees are not being used. Would like to see jobs filled.
- **MSC:** Again, we do not have any current vacant positions. Our understanding is that the day-to-day vacancies have generally been the result of employees calling in sick which is an absence issue, not a staffing level issue.

2. Converting Safety Job

- **USC:** The issue from last year has again become an issue. There is an employee who we believe has been working on special assignment for various reasons. USC would like this job to be posted and filled since this position has been filled for more than six (6) months.
- **MSC:** This individual has returned to their normal job. We do not believe that all of the work he has been doing is "out of the bargaining unit" work. We have numerous employees that participate on various Safety Committees, MIP Teams, etc. and do not consider this to be out of the bargaining unit. As such, we are not posting an additional Safety Position.

- **USC:** We agree this is bargaining unit work because we were not notified that this employee was working on special assignment for more than two weeks. In reality, it has been going on for over the six-month period and we have provided the schedules for proof of this statement. Contractually, this position must be filled, so post the job for bid.
- **MSC:** We do not believe that we have violated the contract. Additionally, the union recently notified the company that they consider the other Safety positions to also be in the bargaining unit. We will not be bidding or analyzing those positions either.

3. Operational Excellence Group

- **MSC:** The Operational Excellence Group is visiting the Wauna Mill this week.
- **USC:** Can see the writing on the wall and would like to have an “early out option” for employees to minimize impact. Would like to see 5 years of service added, 5 years to their age and 5 years medical insurance.
- **MSC:** We are well aware of the various rumors that are out there regarding what is and is not going on at some of the other mills. At this time, we do not know what the exact outcome will be for Wauna. We appreciate your input and as we have more specific information, will be sharing it.
- **USC:** This proposal/request is being shared with other GP mills from their respective locals.

4. Call-Ins/Lack of Response

- **MSC:** Starting to have a serious issue with poor response to call-ins in multiple areas of the mill. This is resulting in equipment having to be shut down and/or staying down longer than it might otherwise. While there are a number of reasons for this, if this isn't resolved, the company will need to look at other options. This may include needing to consider changing operating shifts back to an 8 hour schedule and moving more maintenance employees on to shifts.
- **USC:** Two separate issues, Operations and Maintenance. For operations, we are having problems with incorrect call-in lists being created.
- **MSC:** Understand. This is a shared issue and we have been working to correct the problems with the call-lists. However, regardless of that issue, we are not getting sufficient responses from those employees who are called. When we changed to the compressed shift schedule, a commitment was made, and is included in the contract, that employees would be available to work. The lack of response we are getting, both from operations and from maintenance, does not send a very good message to our new owners about our commitment to running the facility.

5. Smoking Areas

- **MSC:** We are eliminating/combining some of the smoking areas in the mill. Specifically, at this time, we are eliminating areas #18 and #25 and combining them with other nearby designated areas. Smoking areas will be enforced.
- **USC:** Would like to consider adding if needed.

6. Painters

- **USC:** Due to the increased level of painting going on in the mill, we need to add painters. At this time there is only two and they are close to retirement age. The use of Labor Pool employees as helpers is not a long-term solution. Journeyman painters are needed.

- **MSC:** It is not our intention to replace the paint crew with labor pool employees. While we will be putting processes in place to maintain the clean state of the mill, we don't expect to have to maintain the current levels of painting.

7. Maintenance 4-10 Trial

- **MSC:** The Maintenance 4-10s shift trial will be discontinued beginning June 5th.

8. DATV (Day-at-a-Time Vacations)

- **MSC:** We have had lots of issues with DATV. Because we recognize that this is a benefit that employees enjoy, and that most employees use appropriately, we will take the following steps to eliminate the problems rather than eliminating DATV altogether at this time:
 - “After-the-fact” DATV requests will not be approved.
 - DATV requests that require overtime to cover will generally not be approved. We will review special circumstances on a case-by-case basis.
 - As we get to the end of the vacation year, any DATV that have not been used and/or scheduled by the employee may be scheduled by management.
 - Employees will be paid for the DATV when the 1st day of the DATV is actually taken, not when the initial request is made.

*All of these actions are within the current DATV policy.

If the on-going issues are not resolved, DATV will go away. DATV are not identical to floating holidays.

- **USC:** Would like management to consider paying one day at a time rather than lump sum. Would also like a list of employees who have been paid, but haven't used their DATV.

Next Standing Committee Meeting: June 21, 2006

For the Company

For the Union

Date

Date