

unifor -

Joint Standing Committee Minutes
May 23, 2007

USC: Vince Leonard, Mike Bouse, Cut Ollila, Paul Burgher, George Brajcich, Larry Reandean

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

JSC: Both

AGENDA

Grievances: 07-02, 07-03, 07-10, 07-11, 07-42, 07-43, 07-44

Other Issues:

1. May 25th 1st Step Appeals Meeting
2. Breaks in Converting
3. Camas Transfers
4. Safety Programs Coordinator
5. Incorrect Telephone/Cell Phone Numbers in EPSS
6. Labor Pool
7. Job Postings
8. MSG Progression Ladders
9. Moving Crane Operators to the A-2 Package
10. Changes in Converting Napkins
11. Call-In Coverage Procedure for Heritage Converting
12. Bidding
13. #4 Wage Rate Retention
14. Severance Packages for #4 Paper Machines
15. Bumpable Job List
16. Policies
17. FMLA & Discipline
18. Insurance Coverage for New Baby
19. Maintenance Employee Required to Submit to PCE
20. Box Facial Scheduling
21. Flow Chart for Work Review Sheet
22. Summer Help
23. Erosion/Deprivation of Hourly Workforce
24. Clean List
25. #7 PM Vacations
26. 16-Hour Rule
27. Double Time on Sunday
28. MIS Maintenance
29. Salaried Employees Delivering Parts
30. ABT Converting
31. Job Analysis
32. Safety
33. Union Business
34. Timeliness of Grievances
35. Code of Conduct

07-02, 07-03, 07-10, 07-11

USC: When are we going to get a response back on these grievances?

MSC: Thought there was an understanding that we were going to discuss all of these next week.

USC: Hold these grievances timely until we meet on May 30th.

USC: Also, 07-02 is not related to Maintenance Contracting-Out. It pertains to the Yard Crew. Need an answer on this grievance.

07-42: Contracting Out Dock Locks

MSC: After further investigation it was found that is was not actually a liability issue, but a warranty issue. In order to keep the warranty valid, we had to use their installer or the warranty would be void.

USC: Will respond.

07-43: #5 Quarterly Meeting Call Times

USC: At 3rd Step.

07-44: Trainee Doing Operators Job

USC: Have sent this back to 1st Step for an answer.

MSC: Will need to follow up with D. Lewellen

Other Issues:

1. May 25th 1st Step Appeals Meeting

MSC: Need to change the meeting time from 12:00 – 1:30 p.m.

2. Breaks in Converting

MSC: Would like to change breaks from 90 minutes total per shift to 60 minutes total per shift.

USC: This was negotiated, and therefore cannot change without further negotiations.

MSC: Will investigate further

3. Camas Transfers:

MSC: Working on determining the interest of Camas employees who would have been severed due to machines being curtailed in Camas transferring to Wauna.

4. Safety Programs Coordinator

MSC: Presented revised outline of qualifications for this new position.

USC: Disagrees with the idea of listing the ability to do a 10-minute presentation and PC skills as requirements for the job. Does not agree with the definition of qualifications and who determines that. Proposed the following changes:

1. Delete bullet item 2, and build into the interview process
2. Change bullet item, #4 to limit verbiage to "Current ability to operate a PC at basic level."
3. Delete bullets 5 and 6. This will come out in the interview process.

MSC: Thinks these are specific requirements for the job.

USC: Would be O.K. if these requirements were moved into the job description.

MSC: Will work with Kim Gale to re-write the description.

5. Incorrect Telephone/Cell Phone Numbers in the EPSS System

MSC: The Clockroom has brought up an issue that we have many incorrect contact numbers on file for hourly employees. If they expect to get called in they should be providing their current contact information.

6. Labor Pool

USC: Concerned about training of senior people who may be moved back to the Labor Pool and getting the appropriate training.

MSC: There is no way we can start on this until the dust settles with all the bumping that will be going on due to #4 PM going down. It is in the Company's best interest to train these folks and get them up to speed so we can get them running equipment.

7. Job Postings

USC: Has issues with the number of unfilled jobs. Wants to see all the progression ladders, seniority lists, and job bids that have not been filled.

8. MSG Progression Ladders

USC: What is the status?

MSC: We have discussed this in the JSC.

USC: We need to know how we are filling the relief positions for drivers in the Steam Plant.

MSC: Cranes at the top of ladder will report to Maintenance, Equipment Operators will report to Steam Plan, and bottom rung positions will report to the Storeroom.

USC: Wants to see the progression ladders showing each of these positions.

MSC: Ladder is still intact, however, positions are reporting to different areas.

USC: Need to establish written letters granting grandfather rights for all existing MSG employees. Need to know what the plan is for these positions. Union wants to see it in writing. Also, do the MSG employees have letters regarding their grandfather rights? There should be a letter in their file

MSC: Will check with Kay and follow-up.

9. Moving Crane Operators to the A-2 Package.

USC: Where are we with this?

MSC: Still working through this, and the permanent plan for the MSG ladder. We do not want to move forward until we have this in place

10. Changes in Converting Napkins – Ram Manthe

Ram: Will make #48 Napkin Folder a Consumer machine which will give the operator a pay increase from Annex Operator to Consumer Operator.

11. Call In Coverage Procedure for Heritage Converting – Ram Manthe

Ram: Presented a new policy for Call-In Coverage for Heritage Converting.

USC: Agreed that this is the procedure we will follow when notification occurs by 6:00 a.m.

Ram: Will get the information posted and out to the crews.

12. Bidding

USC: Question about an employee who was on an old bid from a year ago. He did not take his name off the bid list. Now he is saying that it is being counted as 1 of his 2 bids.

MSC: Will investigate and follow-up.

13. #4 Wage Rate Retention

USC: Wants to understand how bump rights, wage rate retention, etc. will work.

MSC: Will agree to grant wage rate retention to those moving from #4 PM to #7 PM if their old rate is higher than the new rate.

USC: Wants to know what will happen to the people left on #4. They should be blue slipped to the next highest rung on the ladder to fill the vacancy created by those who moved to #7.

MSC: Will follow-up and respond.

14. Severance Packages for #4 Paper Machines

USC: Wants to know if the Company will be offering severance packages to employees from the #4 Paper Machine.

MSC: We don't have the answer to that today.

USC: When will you have an answer?

MSC: Hopefully in the next two weeks.

15. Bumpable Job List

USC: Larry Reandeau will work with Kay to get the list completed.

16. Policies

USC: Need to bring new policies before the JSC, and employees need to be trained on them prior to them being instituted, such as Safe Work Permits, JHA's, etc.

MSC: Agreed. Just as a side note, training has been provided for Safe Work Permits and JHA's.

17. FMLA & Discipline

USC: Concerned that we are disciplining people before the paperwork for FMLA is received.

18. Insurance Coverage for New Baby

USC: What is happening with this employee's appeal?

MSC: Will follow up.

19. Maintenance Employee Required to Submit to a PCE

USC: Contends that the employee was required to lift 100 lbs over his head and walk around.

MSC: Will research and follow up.

20. Box Facial Scheduling:

USC: Understands that we are scheduling BF for 16 hour days. Wants this stopped.

MSC: Will look at the schedule and respond.

USC: The problem is not having enough people here to fill all positions.

USC: There was an employee who was scheduled for a Floating Holiday on a Friday. In order to grant the Floating Holiday the company had to shutdown the department because there was a lack of people to work. Then they required the employee to come in on the following Saturday.

MSC: Believes the FH was scheduled and done appropriately.

21. Flow Chart for Work Review Sheet

USC: Handed out a flow chart that the Mechanic's Committee developed for the Work Review Sheet.

MSC: Not sure that this is the same document we agreed to in Mechanic's Committee. Wants to look at this document again with the Mechanic's Committee.

22. Summer Help

USC: It was discussed in an Appeals meeting about the possibility of hiring summer students.

MSC: Looking at a few different ideas. It is still under debate. Understands that time is of the essence.

23. Erosion/Deprivation of Hourly Workforce.

USC: Jobs are not being replaced. Also running with too much overtime.

MSC: In the works. Camas employees are under consideration right now.

USC: Concerned about using the employment office, there have been problems there in the past.

MSC: We have met with the employment office and outlined our expectations. Everyone needs to understand that there is no perfect process, but we are committed to revamping the process to get the best candidates available.

24. Clean List

USC: Mechanic's Committee is having some controversy around the clean list. There is a Quarterly Review List and a Clean List. We would like a list of jobs that need to be reviewed with the Mechanic's Committee.

MSC: Wants to understand what gets reviewed at Mechanic's Committee, and what needs to go before the JSC for approval.

USC: What we understand is that if there is a down and we have the opportunity, that notice would be given to the Union. If it was in the middle of the night, then management would just make the call.

MSC: No, there were certain vendors for certain services that we understood would be placed on a JSC clean list. This is work that cannot be done by USW employees, i.e. vacuuming, sucking and jetting.

USC: Wants the Quarterly Review List items moved back into the weekly review list that is reviewed by the Mechanic's Committee.

USC: Thinks that the contractors are going beyond the scope of work to do additional jobs that our people could do. Wants the contractors on the clean list to be reviewed each week to make sure that the scope of work is not being violated.

MSC: Will agree to do this, and have a verbal overview of the jobs that were done.

25. #7 PM Vacations

USC: How are vacations being handled for those transferred to the #7 paper machine?

MSC: The agreement says how the vacations will be handled.

USC: Wants employees to be informed how their vacations will be handled.

MSC: As part of the #7 PM process, we will analyze vacations after all positions are filled on #7 and notification will be made to those employees of the status of their vacations.

26. 16-Hour Rule

USC: During the annual down there were contractors here in excess of 16 hours.

MSC: True. However, when were made aware of it we sent them home.

USC: Heard that there was more than one contractor who worked their employees over 16 hours per day.

MSC: Will investigate.

27. Double Time on Sunday

USC: Wants to know if all day shift employees got paid double time on Sunday. Thinks that the Painters did not get paid correctly. Day workers must be paid double time after the first 8 hours on Sunday.

28. MIS Maintenance

USC: Understands that there is a labor pool employee that is replacing computer cards. This is bigger than the scope of work that Aaron Bathum discussed with the JSC. We were told that they would be setting up PC's and plugging in equipment such as a mouse, and keyboard. Doesn't agree with allowing Labor Pool to do what we consider higher level Journeyman work.

29. Salaried Employees Delivering Parts:

USC: Gatekeepers and Material Coordinators are still delivering parts.

MSC: Storeroom personnel are delivering to the kiting areas. At times a salaried person will deliver parts to expedite a job, but this is not the standard practice and normally only done on an emergency basis. Would like more information as to who is doing it, what they are doing. Need specifics.

30. ABT Converting

USC: Issue with those that were moved back up in the ladder right after April 1st. They want both the lump sum and the 2% general wage increase.

MSC: No, it's one or the other, but not both.

USC: Asking that all employees who were on wage rate retention on 4/1/2007 get a 2% lump sum.

MSC: The intention of the 2% lump sum payment was to compensate employees who were rate retained, because they would not receive a 2% general wage increase. Changes in the ladder were made prior to 4/1/2007. Just because the scheduler was not able to complete the blip slip/wage retention data in EPSS prior to 4/1/2007 doesn't mean that they should receive both a lump sum and a 2% general wage increase.

31. Job Analysis

USC: Where are we with the job analysis for the Property Protection Department?

MSC: Need to review again.

USC: Need to schedule this with the TOC.

USC: There are several positions we need to bring to job analysis.

32. Safety

USC: Concerned about the numbers of hours people are working. This includes both Operations and Journeyman Maintenance personnel. We need some relief and it's not coming quick enough.

MSC: We are working to fill from both internal and external sources.

33. Union Business

USC: Supervisors are giving union officials a hard time about getting off work to conduct union business.

MSC: This was an isolated incident. We will make every effort to get union officials off to do company business, however we cannot shut down machines.

34. Timeliness of Grievances

USC: Wants to know where the answers are to some of these grievances that have been waiting for several months.

MSC: Hope to have many of these settled during our meeting next week.

35. Code of Conduct

USC: The Company has used the Code of Conduct to discipline and terminate hourly employees. Union wants to see it applied uniformly and be applied to salaried employees as well. There have been incidents with salaried employees who have had violations, but they are not disciplined for these issues.

MSC: We have and will apply the Code of Conduct to salaried employees.

Next Standing Committee Meeting: June 20, 2007

for the Union

for the Company

Date

Date