

**Joint Standing Committee Meeting  
May 3, 2007**

**USC:** Vince Leonard, Mike Bouse, Larry Reandeau, George Brajcich, Paul Burgher, Curt Ollila, Ron Jones

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

**JSC:** Both

**AGENDA**

**Grievances:** 06-35, 07-21, 07-27

**Other Items:**

1. Converting Napkins Department Changes
2. #31 Winder Staffing
3. Next Standing Committee Meeting
4. Wauna Council Meeting
5. Vanguard
6. Cranes 7 Elevators
7. #7 Paper Machine Staffing
8. College Pool

**06-35: Contracting Out – Converting Rolled Maintenance Crew**

**USC:** Where is the payment? Thought that the mill had agreed to either paint the Union Hall or pay \$5,000.00. We have already contracted the painting of the hall. Now we want the \$5,000.00.

**MSC:** Will agree to pay the lesser of \$5,000.00 or the cost of the paint job.

**USC:** Agreed. Will bring a copy of the invoice when the job is complete.

**07-21: Emergency Generators**

**USC:** Generators are still running.

**MSC:** On utility backup power right now. A new power plant has been ordered and when it is received we will have it installed with mill personnel.

**USC:** This is a contracting out issue. This work was not reviewed with the Union. Wants the value of the purchase order or \$8,500.00.

**MSC:** Will get the work review sheet.

**USC:** Hold timely

**07-27: #7 Paper Machine Receiving**

**USC:** The scope of the work never included this receiving area. The Union contends that this work should be done by Local 1097 members, not a contractor. We used two mill employees on the #6 PM project and you told us in JSC that you only needed one this time. Now a contracted employee has been hired to assist with the work load. This should be our work.

**MSC:** Need to check with the Stores Department to see if they can let another person go.

**USC:** Can fill with another qualified person.

**MSC:** Will check with Kay to see if we have someone available that can do this work.

**USC:** Should notify the Union who the person is and that they will be on special assignment for the duration of the project.

**MSC:** Can we agree that the contracted employee can stay to this or similar work as long as we have two of our employees there like we did on #6.

**Other Items:**

**1. Converting Napkins Department Changes – Ram Manthe**

**Ram:** Notifying the Union that we will combine the Main Floor and Annex classifications due to the number of machines that have been shut down in the Main floor. There are only three machines left and only 1 – 2 run at a time. This creates a safety issue due to the inability to rotate through machines. Combining the jobs will allow operators to rotate through both the Main Floor machines and Annex machines. The pay will be at the Annex Operator rate. One concern is that these would become bumpable jobs. What is the Union's recommendation on this?

**USC:** The ones that are there now will not be bumpable, only the jobs that are bid from here on out. We do reserve the right to change which jobs are considered bumpable. When will this begin?

**Ram:** Would like to start today.

**USC:** O.K. Would like a copy of the new ladders.

**2. #31 Winder – Jeanette Provan**

**Jeanette:** Have disqualified one of the operators. Have no other qualified bidders. Wants to move up from within the ladder.

**USC:** This also happened on #6 P.M. Moved up from within the ladder.

**Jeanette:** This is what she would like to do. Will move up and bid the bottom job.

**USC:** Agreed.

### **3. Next Standing Committee**

**MSC:** Would like to change the date from May 23, 2007 to May 30, 2007.

**USC:** No, we have already rescheduled and notified the membership.

### **4. Wauna Council**

**MSC:** Need a date to schedule the next Wauna Council Meeting.

**JSC:** Agreed to June 14, 2007.

### **5. Vanguard**

**MSC:** Vanguard would like to come and make presentations and conduct one-on-one meetings to help employees understand the benefits of diversifying their portfolios. Would the Union be interested in this?

**USC:** Yes.

### **6. Cranes & Elevators**

**MSC:** Finally received information from the State Inspector. See attached. Will get this information to the maintenance group.

**USC:** Are we pursuing additional training so our folks can do the repairs on both Cranes and Elevators?

**MSC:** Yes, Crane training will be held in June. Need to run this through OSHA – Steve Roberts, to make sure they approve the training. The training for elevators has become much more stringent, and we don't see it being feasible to get our folks trained.

**USC:** We were told something different from our people.

**MSC:** This is why we asked to get information in writing because we have been getting conflicting information.

**USC:** Grant monies are available for additional training

**MSC:** This is specialty work regulated by OSHA and done by employees who were grandfathered in the past. We no longer have employees that have the appropriate certifications to do this work.

**USC:** Possible to hire a Journeyman off the street with these special skills, who could also train others to perform this work.

**MSC:** Obviously we need to do a lot more investigation on this issue. In the meantime we will only do the work that has already been approved in writing by the State Inspection Services Manager. Will look into the feasibility of hiring with someone with the appropriate credentials, getting training for our maintenance employees, or other options that will assist us in bringing resolution to this issue.



**7. #7 Paper Machine Staffing:**

**MSC:** Will begin the interview process for Back Tenders next week. Would like to get names of hourly individuals that we can use as interviewers for this process. The hourly employee who was used in the Machine Tender interviews has now been promoted to a salaried position.

**USC:** Have a grievance coming about the selection process of the Machine Tenders and do not want to move forward until we have resolution. Did not agree to the process that was used. Thought initially that the interview score was to be weighted at 30%.

**MSC:** Machine Tenders have been selected and are in Sweden training. Need to move forward with the Back Tender selection.

**USC:** We tried to get this process started months ago so we wouldn't run into this problem. The selection process that was agreed to has been changed, and the Union does not agree to it.

**MSC:** We hear what you are saying and will process the grievance. Would still like input as to who the hourly interviewers will be. We have to move forward with the staffing of the machine.

**USC:** Have already provided the names. Vince Leonard and Larry Reandeau. We want them both on the panel. The agreement said it would be a joint process. USC would like a copy of the interview questions. (Note: Larry Reandeau and Vince Leonard were both unavailable to participate in the actual interviews. Georgia Brajcich and Dennis Davis were selected to participate in their absence.)

**8. Summer College Pool**

**USC:** Where are we with hiring college students for the summer?

**MSC:** James said no to college students for the summer.

**USC:** We are already working a huge amount of overtime with a low vacation volume. Summer is our peak vacation season. Go back to James and ask again.

*Next Standing Committee Meeting: May 23, 2007*

Curtis Ollila  
for the Union

5-24-2007  
Date

Mawry Skipper  
for the Company

5-24-07  
Date