

**JOINT STANDING COMMITTEE MEETING**  
**June 20, 2007**

**USC:** Vince Leonard, Mike Bouse, Larry Reandean, George Brajcich,

**MSC:** Maury Shipper, Chad Davis, Ross Procter

**JSC:** Both

**AGENDA**

**Grievances:** 06-35, 07-35, 07-44, 07-46, 07-48, 07-50, 07-51, 07-52, 07-53, 07-54, 07-81, 07-82, 07-101

**Other Items:**

1. Probationary Period Extension
2. Shift Differential
3. Crane Operators to A-2 Package
4. Change in East Side Maintenance Crew Structure

**06-35: Removal of the Cookie Blower Collection System**

**USC:** Presented the MSC with an invoice for \$5,000.00 for the painting of the Union Hall.

**MSC:** Will process the invoice for payment.

**07-35: Crane Inspections**

**MSC:** 10 maintenance employees have taken the training and have become certified to do the inspections.

**USC:** Will consider this grievance resolved.

**07-44: #5 Employees Working Out of Classification**

**USC:** This was sent back to 1<sup>st</sup> Step to be resolved.

**MSC:** Maury will check to see if the affected employees, G. Pedersen & M. Norman, have been compensated.

**07-46: Scheduling for MSG Department**

**USC:** Employee in question was not scheduled for weekend duty. Instead the Company scheduled an employee out of the classification for this work.

**MSC:** Contends that the employee had not been trained to do this work.

**USC:** Employee had been scheduled back in December for the same duty. Even though the employee who had been scheduled was not in the ladder anymore.

**MSC:** Will investigate and respond.

**07-48: Maintenance Vacation Allotment**

**USC:** Rules around vacation allotment were put out after the seniority sign-up period had ended. Doesn't think this was done timely. Employees based their vacation requests on the information they had prior to the new allotment being published. Union thinks we should be using the Shift Maintenance personnel to help to cover for Floating Holidays. This would allow us to grant more Floating Holidays during the more highly desired times. Also thinks all of maintenance should be put together, not separated into to categories.

**MSC:** Breaking them out by skills/trade is necessary to make sure we have adequate coverage for the mill. We cannot let all the Lube Mechanics go on vacation at once, and not have the staff to maintain the mill. We have tried to work with people in the past and accommodate as many requests as possible even if it meant going over the scheduled allotment.

**USC:** In the past the company has always come to the JSC and given notice regarding to what the allotment would be prior to the vacation bidding/sign-up process.

**MSC:** We will continue to work with people as much as possible to accommodate their vacations/floating holiday requests. We will also continue to look at vacation requests vs. allotment on an on-going basis.

**USC:** With these considerations we will consider this grievance resolved.

**07-50: Incorrect Call-In for Maintenance**

**USC:** Employee was skipped on the call list. Looks like the Operations Gate Keeper requested someone specific who was under him on the call list.

**MSC:** We are not bound to call by seniority. The rule is that we have to call from the home crew first. Gate Keeper made the request by skill set needed, and an employee with those skills was called.

**USC:** The job was a fairly simple procedure, not requiring special skills.

**MSC:** We did not call outside of the home crew. We can call the home crew in any order. This was the agreement. There was no violation of the rule.

**USC:** Withdrawn

**07-51: Day Shift Mechanic covering Shift Mechanic Vacancy**

**USC:** Wrong employee was called in for Shift Mechanic coverage. We have a memorandum of agreement that covers the rules around call-ins for shift Mechanics. Must call in from the Shift Mechanic classification. A day worker was assigned to cover this vacancy. Grievance was not answered at the First Step.

**MSC:** Will investigate, hold timely.

**07-52: Non Payment of Sunday Premium Time to Shift Workers**

USC: Filed by shift workers for the payment of Sunday Premium time. This was negotiated away in the contract extension. The payment of Sunday Premium time only applies to day workers.

USC: Grievance withdrawn.

**07-53: #7 Machine Tender Selection Process**

USC: Want an explanation as to why the Machine Tenders that were passed over were not selected for the #7 Machine Tender position.

MSC: Thought Mark Schneider was going to have discussions with the employees and provide an explanation

USC: This has not been done.

MSC: We had agreed to a process.

USC: Process was not followed.

MSC: Spoke to Mark Schneider. He will meet with the employees in question and explain the reasoning behind the selections that were made.

USC: If this is done we will consider this grievance resolved.

**07-54: Employee Denied Performance Pay**

USC: This grievance has been resolved.

**07-81: Improper Call-In #5 Paper Machine**

USC: Employee was not called because he was schedule for a FH the following day. We have discussed this before. Employee should be paid for the two days in questions.

MSC: Send back to 1<sup>st</sup> Step to be resolved.

**07-82: Lump Sum Payment for Rate Retained ABT Employees**

MSC: On 11/13/2006 the ABT Ladder changed to the new RT version. Kay Crist Blue Slipped the employees to their new position on the ladder and gave them a "red circle rate" or rate retention as it applied.

USC: Needs to know which employees who were on wage rate retention.

MSC: During the week of February 26<sup>th</sup>, Craig Puzey instructed Kay to go back to the original ladder due to issues with the new changes. Kay changed the schedule and the mate list for the week of March 5<sup>th</sup> to reflect the changes back to the original ladder, but due to time constraints she didn't have time to actually blue slip the employees back to their original blue slip job codes until after April 1<sup>st</sup>.

USC: After looking at information provided by Kay Crist, the Union withdraws this grievance.

### **07-101: Employee Denied Work**

**USC:** Unitizing employee was denied work when the Maintenance department requested a person familiar with the equipment to be present during a down for Lock-Out/Tag-Out purposes. This work was given to the hostler driver rather than a 1097 employee. Wants the affected employee made whole. As a side note, the Supervisor had agreed to pay it at 1<sup>st</sup> Step, but then did not follow through.

**MSC:** Offered 1 hour pay.

**USC:** Does not agree. There were trucks throughout the day and the hostler attended to these trucks throughout the day. There is also a safety concern. The employee should have been scheduled for the day and we want the employee to be made whole for her regular shift, but will concede to 6 hours pay, at the straight time rate.

**MSC:** Agreed.

### **Issues:**

#### **1. Probationary Period Extension**

**MSC:** Would like to extend Storeroom employee's 60 day probationary period for his current bid. Of the 60 days he was off work for ~ 45 days.

**USC:** We agree that the employee needs to complete his 60 day probationary period.

#### **2. Shift Differential**

**MSC:** There has been no change in night or swing shift differentials in the other mills polled as per the agreement. Therefore, there will be no change in the shift differential for the Wauna Mill.

**USC:** Agrees that the shift differential will remain unchanged.

#### **3. Crane Operators to the A2 Package**

**MSC:** Have reviewed the Union's request. We are willing to move forward with developing a training program for the three existing Crane Operators. However, there are issues with the remaining ladder, and we do not want to grandfather others.

**USC:** Could the others start some kind of training that could qualify them to move up to the Crane Operator positions.

**MSC:** Yes, those that are qualified now, Dave Peterson and Rob Massey, will receive Grandfather rights to the Crane Operators positions. Those who have previously declined the Crane Operator positions and training will not receive Grandfather rights to these positions.

**JSC:** G. Brajcich and R. Procter will sit down together and draft a program, and will bring back to the next Standing Committee meeting.

**4. Change in East Side Maintenance Crew Structure**

MSC: Also wanted to make note that the East Side Mechanical Maintenance crews have been split again into Kraft Mill and Utilities Maintenance crews.

USC: Will they get this list?

MSC: Yes

*Next Standing Committee Meeting: July 18, 2007*

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*For the Union*

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