

JOINT STANDING COMMITTEE MEETING MINUTES

June 28, 2006

Members Present:

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

MSC: Ann Fleck, Scott Beckstrom, Frank Walsh, Bruce Linehan

JSC: Both

Agenda:

- **Grievances:** 06-17, 06-18, 06-20, 06-21, 06-22, 06-23, 06-24, 06-25
- **Other Items:**
 1. Badge Policy – Reissue for Clarification
 2. Holiday Observation/Curtailments
 3. Journeyman Secondary Trade Policy
 4. Anonymous Letters
 5. 2.5% Absentee Rate/After-the-Fact Floating Holiday
 6. Attendance Policy
 7. Tug Relief
 8. Fire Hall T-Rate
 9. Crane Operator
 10. Termination Documentation
 11. More Meetings

Grievances:

06-17: Call-In on Restricted Day

JSC: Reviewed the 6/17/1998 Standing Committee minutes in which a similar situation was resolved. The call-in in this situation would be similar to a restricted holiday period. As such, the floating holiday will be reinstated and we will verify that the pay was done correctly.

06-18: Maintenance Contracting

MSC: This grievance claims that employees in the labor pool were laid-off during this period of time while Maintenance employees were doing clean-up work on overtime. We have reviewed the status of the labor pool and all were working. Preventative maintenance and clean-up work was a priority. This is work that required maintenance employees familiar with the areas to do and as a result, they were assigned as such.

USC: Need clarification on if maintenance philosophy has changed.

MSC: Clearly preventative maintenance, reliability of equipment and cleanliness have become even greater priorities than they have been in the past. These activities have been defined as core work for the mill. As a result, there are times when the business decision will be made to have maintenance employees focus on the priorities in their respective areas instead of being “loaned or farmed out” to other areas of the mill that may have a temporary overload situation due to

projects they have going on. Again, this is a business decision regarding the priorities in each area of the mill. As a result, we may incur temporary overload at time. It is also clear that with the organizational changes that are occurring, there will be more focus for the mill employees on maintaining equipment.

USC: The USC understands that we were 15 people short at that time and did not have the people to do the job. We also recognize that the mill was working to fill the jobs and that there were a lot of other things going on in other departments that prevented them from being able to “loan” out maintenance employees. Because the grievance was not clear on what work was contracted out we will withdraw the grievance.

06-20: Maintenance Contracting

USC: We had maintenance employees working overtime doing clean-up. Why couldn't we work overtime on equipment demo?

MSC: The 6S clean-up work and the demolition work were both priorities for the mill and were being done at the same time. Because the 6S work requires having maintenance employees familiar with those specific areas, this was not work that could have been done by either labor pool employees or by contractors. The 6S process involved making decisions about the work area, what's retained there, what is disposed of, how things should be stored, etc. As a result, the business decision was made to have the maintenance employees be responsible for this work and contract the demolition work. We do not feel that this is a violation of the contract.

USC: Disagrees.

MSC: Understand, however, all employees were working and in fact working overtime. We did not have folks laid-off without work during this period of time. It was a business prioritization decision. We do not believe that it is a violation of the contract.

USC: This isn't a matter of all employees working. This work is ours. Will consider options.

06-21: Shipping Dept – Job Elimination

USC: Withdrawn

06-22: Shipping Seniority Issue

USC: Employee presented himself as frozen when in fact, he was not.

MSC: Presented the ladder as it should have been had the appropriate senior moves been made.

JSC: Review and agreed on department ladder seniority. In totality, there are five employees who have moved around the employee. The seniority ladder will be posted in the area.

JSC: Additionally, department scheduling will be reviewed with the intent of going back to contractual guidelines.

JSC: Resolved

06-23: Sunday Premium

USC: During negotiations discussed several scenarios around day workers working on a scheduled Sunday, but did not discuss 8+ hours scenario. Did discuss day worker scheduling for a week that includes Sunday and this would then include the 3%. Did not discuss losing double time for hours work over 8 on a Sunday for day workers only. USC maintains this did not go away.

MSC: While negotiations did not specifically include each and every possible scenario that could be created, we believe we clearly negotiated the elimination of Sunday premium pay. We have confirmed this with corporate labor relations and this is consistent with other GP facilities that have similarly negotiated the elimination of Sunday premium pay.

USC: If you can show this was negotiated away in the minutes, then withdraw. If not, please pay the grievant.

MSC: Again, during the negotiations, we did not create nor discuss every conceivable situation that could occur. It was clear that Sunday premium pay was being eliminated. And given we did clearly negotiate what would occur if a day worker were to be scheduled on a Sunday, we believe it was understood by everyone involved that all Sunday premium pay was being eliminated and that going forward overtime on Sundays would only be paid as appropriate under FLSA requirements.

06-24: Incorrect Call-in

USC: Employee gave away overtime for the day shift in which they were scheduled to work. Overtime was later necessary for the night shift and that individual was left off of the call list.

MSC: If the employee properly completed the overtime give-away form, they should have indicated on the form if they did or did not want to be considered for night shift overtime if it arose. Need to review if this is the case.

JSC: Hold timely.

06-25: Storeroom Call-in

USC: If anyone is called at home about work related instructions, a call time is to be paid. Could have been taken care of with a note.

MSC: We do not believe that simply speaking to an employee at home requires a call time. We believe that this issue has been clearly addressed in the past.

JSC: Hold timely.

Other Items:

1. Badge Policy – Reissue for clarification

MSC: Reviewed the Badge Policy since there has been confusion in the mill regarding what it is.

USC: Will not pay for lost time cards. Wearing them on the machines creates hazard of falling off into the machines. Do not have issue with wearing when outside the normal work area.

MSC: As described in the policy, the expectation is to have them with you at all times. It is an expectation of the job. Similar to the shoe allowance and/or the safety glass benefits, the company does provide a badge to all employees and will replace ones that become worn out. However, also similar to the shoe allowance, there is a limit on what the company will provide and this is defined in the policy. If employees lose their badges and have “used up” their allowance, they will be required to pay the replacement costs. It is an expectation of the job, the same as wearing safety shoes even if an employee’s allowance is used up and they need to replace them.

2. Holiday Observation/Curtailments

MSC: All Towel lines will be down on July 3rd & 4th to observe the holiday. ABT lines will additionally be down July 5th & 6th, but crews will be scheduled for clean-up work. Three folded lines will be running on July 3rd & 4th, the rest will be down. Crews will be notified a.s.a.p.

3. Journeyman Secondary Trade Policy

JSC: The policy that was recently shared with the Mechanics Committee was shared with the Joint Standing Committee. The group will review.

4. Anonymous Letters

MSC: Recently, there have been a number of “anonymous” letters posted around the mill. While we certainly recognize that employees may have concerns about issues, this is not the appropriate manner to address them. If employees have questions or concerns that should bring them forward and also ensure that they work to deal with fact, not rumors.

JSC: The Joint Standing Committee will work together to bring issues to resolution. Issues should be written down, signed and brought through proper channels. Or brought forward in person.

5. 2.5% Absentee Rate/After-the-Fact Floating Holiday

USC: How is an employee’s 2.5% absentee rate calculated when they are requesting an after-the-fact floater? Does it include the date they are requesting the floater for?

MSC: No, the 2.5% absentee rate is calculated prior to the day the ATFFH is being requested to cover.

6. Attendance Policy

USC: We believe that there is some inequity around the discipline taken at times. For example, some employees may miss multiple days and have the same disciplinary step taken that another employee received when they have missed fewer days. Would like to speed up the process to make the discipline more consistent.

MSC: Agree and we have been focusing on timely management of the attendance issues. However, there are sometimes mitigating factors that must be taken into consideration such as serious illnesses and reviewing FMLA eligibility prior to disciplinary action being taken.

JSC: Needs to be timely and fair.

7. Tug Relief

USC: Believe we have an issue with how the Tug Relief is being handled. Understand that we have a freeze on hiring a new relief, however believe that the individual who is covering this role is losing money. Recognize that he is paying the appropriate rate of pay, but is losing hours because of the schedule. Want made whole for wages lost. Believe others should be trained as well.

MSC: Will review and have path forward.

9. Fire Hall T-Rate

USC: This position has been working under a T-rate for some time. Why hasn't Job Analysis taken care of this?

MSC: The supervisor of this area and the affected employees have been working on updating the job description. We are expecting to receive it within the next couple of weeks. Once we do, we will notify the Job Analysis Committee to start working through the process.

10. Crane Operator

USC: We would like to request that the Crane Operator rates be reviewed. We believe that benchmark data will show that we are not competitive.

MSC: Understand the request. However, at this time we will not be reviewing this position. Under the new ownership, all benchmark data must be obtained through corporate. Until we understand what changes will be occurring in the mill, we will not be reviewing any rates unless contractually obligated.

11. Termination Documentation

USC: Would like to receive a copy of the letter the employee gets for suspension/terminations.

MSC: Termination notification have been sent to the union in all cases. Understand the request to have a letter in addition to the termination notification.

12. More Meetings

USC: Over the next few months we expect more issues. Wondering if we should meet more often to keep up-to-date.

MSC: Agree that it will make sense to schedule additional meetings as needed to share information and address issues.

Next Standing Committee Meeting: July 26, 2006

For the Company

For the Union

Date

Date