

# JOINT STANDING COMMITTEE MEETING MINUTES

## July 26, 2006

### Members Present:

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

**MSC:** Ann Fleck, Scott Beckstrom

**JSC:** Both

### Agenda:

- **Grievances:** 06-17, 06-20, 06-23, 06-24, 06-25, 06-26, 06-27, 06-28, 06-29, 06-30
- **Other Items:**
  1. Employee Information Meetings
  2. Special Assignment List
  3. Seniority List
  4. MSC Job Analysis
  5. Fire Hall Jobs
  6. 42-Hour Vacation for Retirees
  7. Tub Boat Training
  8. Scrap Sales

### Grievances:

#### 06-17: Call-In on Restricted Day

**JSC:** Confirmed that this has been paid correctly.

#### 06-20: Maintenance Contracting

**MSC:** 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:** We believe this is Local 1097's work. Will take to 3<sup>rd</sup> Step.

#### 06-23: Sunday Premium

**MSC:** All Sunday premium pay was eliminated during negotiations. As such, we will not pay employees working on Sunday premium pay. The only exception is what was negotiated for day workers scheduled to work on a Sunday.

**USC:** Disagree. Will take to 3<sup>rd</sup> Step.

#### 06-24: Incorrect Call-In

**MSC:** Agree that the employee was left off the call list. Will pay.

**06-25: Call-Time Issue**

**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. This did not avoid any penalty pay and as such won't be paid.

**USC:** Hold timely.

**JSC:** Agreed

**06-26: Scheduling**

**USC:** Believe that this work was "extra work". According to the only department guidelines we were able to find which are based on the old 8-hour shifts, overtime should have been given based on seniority.

**MSC:** When the Compressed Work Week language was put into place, all the 8-hour guidelines were replaced. Additionally, this work has been scheduled in this manner in the past.

**JSC:** Hold timely for additional investigation.

**06-27: Disciplinary Action**

**USC:** Grievance is based on believing an inappropriate level of disciplinary action was taken. Management used an informational meeting as the verbal coaching step.

**MSC:** The appropriate disciplinary actions have all been taken. While it is true that management had meetings with the crews regarding barge errors, the purpose of those meeting was to communicate the expectations. The employee was also coached individually following the meetings because of additional performance issues that occurred. Unfortunately, this did not correct the situation and the next steps in the disciplinary process had to be taken.

**USC:** Hold timely.

**MSC:** Agreed.

**06-28: Maintenance Work**

**USC:** Contractors doing mill work again. Similar to prior grievances. We are contracting out too much work. Mill employees want to do the work, including the overtime.

**MSC:** What is the contractual basis for the grievance? We do not believe that we have violated the contract.

**USC:** This is Local 1097's work. Will take to 3<sup>rd</sup> Step.

**06-29: Maintenance Contracting**

**USC:** Notification of contracting out was done after-the-fact. Union wants employees to be made whole.

**MSC:** Hold timely for investigation.

### **06-30: Vacation Approval**

**USC:** This department is allowed to have three employees off on vacation at a time per vacation leveling guidelines. Three employees were originally scheduled off. An employee who bid into the department had previously also been authorized vacation during this same period of time, resulting in four employees scheduled off. One of the three original individuals cancelled vacation and another member of the department signed up. His vacation was denied because the company stated there were already three employees scheduled off. We do not believe that the employee who bid in the department should be counted as one of the three vacation leveling allotments and the additional vacation should be approved.

**MSC:** Disagree. Believe that we have followed the vacation allotment guidelines. Three vacations have been approved and will be honored. The most recent vacation request will become the first alternated and will be approved if either an additional vacation is cancelled or if it can be approved without resulting in overtime.

**USC:** Believe this issue has been addressed in the past.

**JSC:** Hold timely.

### **Other Items:**

#### **1. Employee Information Meetings**

**MSC:** Informational meetings have been scheduled for the week of July 31<sup>st</sup>. The purpose of these meeting is to share informational about the upcoming Rapid Transformation process.

#### **2. Special Assignment List**

**USC:** Would like to request an updated list of employees on special assignment.

**MSC:** Will provide.

#### **3. Seniority List**

**USC:** Needs updated seniority list.

**MSC:** The seniority list was updated July 10<sup>th</sup> on the Wauna intranet under Human Resources.

#### **4. MSG Job Analysis**

**USC:** Would like to have the Crane Operator position analyzed.

**MSC:** This position does not currently fall under the Job Analysis process. Due to other commitments, will not take action on this at this time.

#### **5. Fire Hall T-Rate**

**MSC:** Have received the job description for this position. Will begin working on getting permanent rate established through the Job Analysis process.

#### **6. Eligible Hours for Vacation Purposes (42 vs 40)**

**MSC:** Under investigation.

**7. Tug Boat Training**

MSC: Have started training additional reliefs. Will confirm if hours issue with individual who has been covering has been resolved.

**8. Scrap Sales**

USC: Is scrap metal being sold to contractors? Will this be reinstated for employees?

MSC: Not currently aware of any scrap sales to individuals. We will not resume sales to employees.

**Next Standing Committee Meeting: August 23, 2006**

\_\_\_\_\_  
*For the Company*

\_\_\_\_\_  
*For the Union*

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Date*