

**Joint Standing Committee Minutes
September 19, 2007**

USC: Vince Leonard, Curt Ollila, George Brajcich, Mike Bouse, Paul Burgher

MSC: Maury Shipper, Jill Stein, Ross Proctor, Frank Walsh, Ian Dieter

JSC: Both

Grievances: 07-43, 07-46, 07-48, 07-103, 07-104, 07-107, 07-110, 07-114, 07-116, 07-118, 07-124, 07-125, 07-126, 07-127, 07-128, 07-129, 07-130, 07-131, 07-132

Issues:

1. Outside Area Utility
2. Kraft Mill Day Utility
3. Job Bid Time Limits
4. Converting Break Times
5. Napkins Overtime
6. Health Committee
7. Policies not Posted
8. Progression Ladders/Seniority Lists
9. Second-Round Bumps
10. PQ&D
11. Rodents
12. Jobs not Filled
13. Hiring/Filling Jobs
14. Firings
15. Additives – OT
16. Out of Bargaining Unit Employees

GRIEVANCES

07-43: Call time not paid for Quarterly Meeting

USC: Taken to the 4th step of the grievance procedure.

07-46: Employee not Scheduled for Weekend Duty

USC: Taken to the 3rd step of the grievance procedure. Waiting for answer.

07-48: Changes to Vacation Allotment

USC: Taken to the 3rd step of the grievance procedure. Waiting for answer.

07-103: Failure to Provide Work

USC: Was this paid?

MSC: Will check and get back to the Standing Committee.

07-104: Contracting Out

USC: Was this paid?

MSC: Will check and get back to the Standing Committee.

07-107: Unjust Discipline

JSC: Arrange meeting to discuss investigation notes. Awaiting investigation notes requested through grievance.

07-110: Employee not Scheduled to Cover Overtime

USC: Was this paid?

MSC: Will check and get back to the Standing Committee.

07-114: Employees Transferring Out of #4PM Department

JSC: Resolved in August 22, 2007 standing committee meeting.

07-116: Lost Wages - #4PM Employee not Allowed to Transfer.

USC: Is this going to be paid?

MSC: Will check and get back to the Standing Committee.

07-118: Overtime Call-in Procedure

USC: Was this paid?

MSC: Will check and get back to the Standing Committee.

07-124: Employees Scheduled for Unreasonable Amount of Overtime

MSC: Employees are not alone in working all the overtime. Surplus of overtime is resulting from too many people on vacation at the same time.

USC: Open bids have not been filled for long periods of time and training for vacation relief in lead Steam Plant and Kraft Mill positions have not been done prior to summer vacations.

MSC: Are working on ways to fix overtime problems.

USC: Would like to hear any suggestions prior to implementation.

07-125:

JSC: Grievance was resolved at the 1st step.

07-126: Unjust Discipline/Policy Violation

MSC: Employee was disciplined for late report.

USC: Policy is not posted. All policies must be posted prior to implementation. USC will check converting to see if policy is posted.

MSC: Employees need to report all injuries within 24 hours.

USC: Employees are afraid to report. Management must educate employees on why they need to report.

MSC: Management has been communicating the importance/implications of reporting and will continue to do so.

07-128: Overtime

MSC: Was not answered at the 1st step.

USC: Will get 1st step response.

07-129: Discipline in Converting

MSC: Was not answered at the 1st step. Shop Stewards need to get grievances to the correct people.

07-130: Seniority

USC: Employees who were moved up when machine #4PM was running are entitled to rate retention at that position.

MSC: Employee vacationed out after the shutdown of #4PM; therefore no positions were available to move into.

USC: Will take to the 3rd step.

07-131: Box Facial Move

MSC: Employee received little feedback while in training. Management is willing to extend employee's probation period to receive more training and feedback for fifteen (15) working days.

USC: Employee is to receive weekly feedback with Standing Committee member present.

JSC: Employee will receive an additional three rotations.

07-132: HHT Relief Bid

MSC: Will investigate and get back to USC.

ISSUES

1. Outside Area Utility

MSC: T-rate will be equal to that of Utilities Laborer. Analyzed rate will be retroactive.

2. Kraft Mill Day Utility

MSC: Position will be eliminated in November 2007. Employee will have bump rights.

3. Holding Bids for Employees

JSC: The Joint Standing Committee agrees to amend last meeting's agreement concerning holding bids for employees for an extended period of time. The new agreement reads as follows: *Any request to hold an employee's bid for an extended period of time will be brought before the Joint Standing Committee for review prior to any decisions being made.*

4. Converting Break Times

MSC: On October 15, 2007, breaks in converting will be reduced from 90 minutes to 60 minutes.

USC: The breaks were negotiated in the compressed workweek language and have been an accepted practice ever since the department went to the compressed workweek. The union does not agree with the company's unilateral decision to change the breaks to 60 minutes instead of 90 minutes.

5. Napkins Overtime

USC: New hires are getting overtime that isn't being offered to blue slipped employees. Overtime should be offered to senior workers first.

MSC: New hires are not being given senior workers' overtime.

JSC: Will research this issue further.

6. Insurance Committee

USC: The insurance committee was not consulted about changes to providers. Quarterly insurance committee meetings are not happening. The Union requests the contract be followed.

7. Policies not Posted

USC: All policies need to be posted in sight of employees.

8. Progression Ladders/Seniority Lists

USC: The Union Standing Committee would like copies of all mill progression ladders and seniority lists. If not provided, issue will be grieved.

MSC: Are working on it.

9. Second-Round Bumps

USC: One person is still left.

10. PQ&D

USC: USC will work with supervisor to fix PQ&D ladder. Until then, pay employees at the rate their seniority entitles them to while keeping them at their current position for one week. Supervisor will get back to USC with plan for training employee on the actual jobs their ladder seniority entitles them to.

JSC: Employees cannot trade jobs.

USC: Would like a copy of PQ&D job description.

11. Rodents

USC: What is the mill doing about the rodent problem?

12. Jobs not Filled

USC: Would like to see openings in each area.

13. Hiring/Filling Jobs

USC: Open positions need to be filled.

14. Terminations

USC: Employees are being unjustly terminated. Discipline is not being administered progressively.

MSC: The JSC agreed in the August 22, 2007 meeting to group all discipline together under the common heading of "Job Performance", at which time it was agreed that discipline will proceed from the highest form of active discipline in an employee's file.

15. Additives

USC: What will job duties look like and who will they work for?

16. Out of Bargaining Unit Employees

USC: Would like monthly list of those employees who are currently working out of the Collective Bargaining Unit.

17. SPD's for Retirement

USC: Would like copies of these.

MSC: Will look into it.

Next Meeting: October 17, 2007

for the Company

for the Union

date

date