

STANDING COMMITTEE MEETING MINUTES

January 20, 1999

Present:

USC – Dan Duvall, Larry Reandeau, Stuart Potter, Roland Lee, Billy Taylor, Kris Keeler
MSC – Keith Larson, Joe Hertig, Frank Walsh, Dan Hickey, Tom McGuigan, Mark Schneider

Agenda:

1. Grievances: 98-02, 98-25, 98-28, 98-32, 98-37, 98-43, 98-44, unnumbered.
2. Meal Ticket Restaurants
3. Chip Test
4. Workplace Violence
5. JSC Meeting Days
6. Union 401(k)
7. Sharon Boomhower
8. Insurance Committee
9. Freeze Request
10. Administrative Suspensions

1. Grievances:

98-02, 98-27 & 98-30: C. Slagle - RE: S&A Benefits, Work & Seniority

- USC - All three (3) grievances are resolved.
- USC - Will consider the draft document was handed out addressing issues, such as working days, that arose from these grievances.

98-25: D. Duvall & 98-28 M. Croy: Vacation Allotments

- Per USC: 98-28 is resolved based on vacation scheduling guidelines in place on #1&2 Paper Machines. 98-25 is still open awaiting a meeting with 3&4 Paper Machine Management.

98-32: M. Mitchell

- USC - Third step meeting to be scheduled upon receipt of additional information.

98-37: D. Casper – Written Reprimand

- USC - Will hold for Worker's Comp hearing on February 3rd.

98-43: D. Johnson - Written Reprimand

- USC - Requests a correction of the last meeting minutes. The apology is for the wording of the letter, not the content or message.
- **D. Johnson** will have a discussion with **M. Woods** and **C. Warren** on January 21, 1999. (Note: subsequent to the meeting, the letter of discussion was rescinded thereby resolving this case.)

98-44: B. Vanderpool -

- **MSC** - No Worker's Comp. has been filed and this issues does not qualify for FMLA.
- **USC** - If a supervisor lets someone go home because he has sufficient coverage then it is treated as a leave of absence. The 8 hour absence triggered an absence-related reprimand. The pay is not the issue, but the 8 hours that triggered the reprimand is the issue.
- **MSC** - Will discuss
- **USC** - Their position is that the broken tooth is Worker's Comp related.
- **MSC** - Disagrees that this is work related. After considering the specifics of this situation, the **MSC** agreed to rescind the reprimand and removed the 8 hour absence from the grievant's attendance record.
- **USC** - States that the grievance is resolved.

98-45 & 46: R. Manthe & D. Brown - Investigation

- **USC** - Presented a letter concerning issues related to the investigation.
- **MSC** - Agrees with some points in the letter and emphasized that the company has the obligation to investigate these types of incidents. **MSC** will meet with **B. Fehlen** and **T. Winn**. Both Union and Company agree with the statement that we can't condone any form of property damage.

99-01: L. Cottrell - Disciplinary Action

- **USC** - Sprinkler has been broken in the past. There is a yellow stripe with a rule that not more than 8 boards be stacked in this area. Grievant does not stack the boards, she just pulls the product off of them. Since there was more than 8 boards she was forced to have the forklift mast up in the lights and water piping.

Unnumbered Grievance

- **USC** - A 1st step grievance letter was sent to **C. Lang** on 12-24-98 regarding G. Anderson has been not been answered.
- **MSC** - Will follow-up.

2. Meal Ticket Restaurants

- Three (3) new restaurants have been added -
- **USC** - Requests that Laurlei's be added. They have converted to all Fort James paper products and will deliver hot meals to the mill.
- The Brass Rail will be deleted due to restaurant closure.

3. Chip Test

- **MSC** - Eliminating nightshift chip testers, on or about February 1, 1999. No other schedule changes. D. Weaver's request to go below Cross and Hegnes will be allowed by the **USC** if it does not result in other problems. **C. Lang** to canvas the people involved.

4. Violence in the Workplace

- K. Larson will schedule a follow-up meeting with those who attended.

5. JSC Meetings

- Could move to Tuesday, but prefer to have meetings on Wednesday.

6. Union 401(k)

- **MSC** - requests local to vote on plan.

- **USC** - wants to schedule meeting with Frank Kelly and Al Lippincott and get vote done.

7. S. Boomhower

- She is currently enrolled in vocational rehabilitation. She will not be returning to work at Wauna. Therefore, the company will be terminating her employment.

8. Insurance Committee

- Problems with Aetna paying employees claims. **USC** feels that the committee needs to get moving on these issues. **B. Taylor** will get a list of members. **K. Larson** will schedule a meeting.

9. Freeze Request

- **USC** - presented a signed freeze request for **MSC** approval.
- **MSC** - approved.

10. Administrative Suspensions

- **USC** - wants to schedule a meeting within 7 days of any suspension.

Next Meeting: Wednesday, February 17, 1999

for the Union	Date	for Management	Date
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