

# STANDING COMMITTEE MEETING MINUTES

February 19, 1997

## Present:

USC - Dan Duvall, Claude Weaver, Gene Dixon, Larry Reandeau, Kris Keeler, George Brajcich  
MSC - Keith Larson, Kathlyn Sweet, Tim Winn, Mark Schneider, Tom McGuigan, Frank Walsh

## Agenda:

1. Meal Ticket Restaurant Changes Completed
2. Job Postings
3. Call Time For College Pool
4. Lateral Moves In Converting
5. L. Lamont Rate Of Pay
6. Freezing Process Documentation
7. E & I Apprentice Testing
8. #3 & #4 Call In Procedure
9. Labor Contract Administration Training
10. Floating Holiday Carry Over
11. Rate retention For Medical Reasons
12. Kraft Mill Issues
13. Shift Differential
14. Grievances: 96-26, 97-01, 02, 03

### 1. Meal Ticket Restaurant Changes Completed

Knappa Market, El Rancho and Subway have signed the meal ticket contract. They have now been added to our list, and there are a total of 33 restaurants listed.

### 2. Job Postings

A) A new bid will be posted for one (1) additional Kraft Mill utility person. If any employees who signed the first bid sheet in November are still interested, they must sign the new bid sheet to indicate this.

B) There are two (2) open bids as of today, and there are 61 people in the labor pool. 17 new employees have been hired in 1997.

### 3. Call Time For College Pool

The Steering Group met to discuss this issue, and decided that call time will be paid for college pool employees. The call time will be paid in the same manner as call time paid to those in the permanent labor pool. This change will come into effect the summer of 1997.

### 4. Lateral Moves In Converting

A committee, including K. Keeler and K. Crist, et. al., is putting together a survey for Converting employees, so that they may indicate how they would like this matter handled for their area.

### 5. L. Lamont Rate Of Pay

MSC has decided that the employee's pay rate is proper and will remain as it is. He will not be raised to the Equipment Operator rate.

### 6. Freezing Process Documentation

This issue will be discussed at the Scheduling Committee meeting on Thursday, February 20, and reported back to the Standing Committee at next meeting.

**E & I Apprentice Testing**

An eighth test will be added to the battery of tests already given. Use will begin the next time that testing is conducted. USC agrees to this new test, and requests that for journeyman and helper jobs, the most senior person who scores a "7" or higher on the selection process be given the position.

**8. #3 & #4 Call In Procedure**

This issue was tabled until a later meeting.

**9. Labor Contract Administration Training**

This will take place Wednesday, February 26.

**10. Floating Holiday Carry Over**

Last year's trial of carrying over one (1) floating holiday to the next contract year seems to have been successful, and the trial period will be extended another year. Next year, the policy will be revisited again to determine path forward.

**11. Rate Retention For Medical Reasons**

A process needs to be devised to handle these cases as they arise, and they should be brought before the Standing Committee before any decisions are made. Each situation will be handled on a case-by-case basis. H.R. will investigate the current issue including pay rate for retirement purposes.

**12. Kraft Mill Issues**

Kraft Mill management will respond to training and scheduling questions.

**13. Shift Differential**

Shift differential pay (page 6 of labor contract) will be reviewed, and **Kathlyn** will report back at next month's meeting.

**14. Grievances**

96-26: M. Nicholson: USC accepted MSC 3rd step settlement proposal.

97-01: D. Rodeback: USC suggested that grievance be sent back to the 1st step.

97-02: Yard Crew Operators: USC suggested that grievance be sent back to the 1st step.

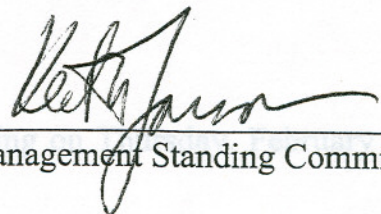
97-03: D. Penning: Letter of discussion will be retracted.

**Next Meeting:**

March 19, 1997 (Third Wednesday) at 10:00 AM.



Union Standing Committee



Management Standing Committee