

STANDING COMMITTEE MEETING MINUTES

March 17, 1999

Present:

USC – Larry Reandeau, Stuart Potter, Roland Lee, Billy Taylor

MSC – Keith Larson, Joe Hertig, Dan Hickey, Tom McGuigan, Mark Schneider

Agenda:

1. Grievances: 98-37, 99-01, 99-02, 99-03, 99-04, 99-05.
2. S&A Clarification
3. Attendance Hours
4. Box Facial Curtailments
5. Kraft Mill Progression
6. Union 401(k) Letters of Understanding
7. Temporary Work Schedule - R. Haynes
8. Transitional Work Practices
9. Scheduling Committee Meetings
10. Night Shift Differential

1. Grievances:

98-37: D. Casper – Attendance - Written Reprimand

- MSC - Dennis withdrew Worker's Comp. Claim. He is on S&A for about six (6) months, and is filing for a Disability Retirement and Social Security Disability.
- USC - Based on the premise that the employee is not going to return to work, USC withdraws the grievance.

99-01: L. Cottrell - Letter of Discussion

- USC - Language change in Letter of Discussion was satisfactory to USC. Grievance is settled.

99-02: G. Anderson - Over Time Schedule

- MSC - Employee will be paid. Grievance is resolved. Written procedure is established to fill Screen Room vacancies. Applies only to Screen room vacancy. This was acceptable to both parties, grievance resolved.

99-03: C. Weaver - Insurance Continuation Cost

- MSC - The intent of the original language was to continue insurance coverage for employees out on Worker's Comp. or S&A. This has been in language and practice since 1966. In 1985 with the development of HMO's, the company has never covered the employees' contribution. Per page 71 of the Labor Agreement, the Company's support is limited to \$272.50/per month.
- USC - Grievance is withdrawn.

99-04: B. Lindsley - Safety Shields

- **USC** - S. Potter reports that detachable side shields are a problem. Raises the possibility that they reduce peripheral vision and can reduce safety. The **SAC** processed safety eyewear rule per corporate policy.
- **MSC** - Grievance is on hold and the issue will go to the **SAC** for investigation of the ANSI requirement.

99-05: R. Davis - Over Time Rights

- **USC** - R. Davis took a Floating Holiday on night shift and was skipped for O.T. later on in the week. Larry explained that he might not be the first called, but probably should have been called. After pay was submitted for the employee the issue was discussed in Scheduling Committee where the move was questioned and the pay was pulled. **USC** believes grievant should be paid and Scheduling Committee should decide the rules for this.
- **MSC** - Based on the fact that the individual was paid as a settlement of an issue that was becoming a grievance, that the pay commitment will be honored and that the Scheduling Committee should rule on the issue of In/Out of Classification that is complicated by a Floating Holiday.
- **USC** - Grievance is resolved. **USC** suggests that the Call-In Coverage procedure be modified to have "individuals off on Floating Holidays the day before the vacancy may be called in".
- **JSC** - Language for scheduling guideline - "A person who takes a Floating Holiday will be treated as if they worked their scheduled shift. They won't be scheduled for O.T. following/or prior to their shift, but following the call-in guideline they may however be called in."

2. S&A Clarification

- **USC** will review proposed language and respond.

3. Attendance Hours

- Attendance hours need to be discussed at a Scheduling Committee meeting. Problem is with the 2.5% absentee rate based on a straight time rate, not including their over time in the calculation.

4. Box Facial Curtailments

- **MSC** - Mark Schneider routed an update of the schedule. The Costco business, which we lost in November, was 55% - 60% of time on the line. Currently filling this lost tonnage with new business, and are pursuing more. We took down the Box Facial line at Wauna because it had the highest West Coast inventory. The current plan is to run 8-hour shifts two (2) weeks out of the next six (6).
- **USC** - Proposed that Blue Slip rates be "red circled" while employees are bumped, seen as a benefit to retaining skills in the department. A second issue was raised around "grandfather rights" to Box Facial if affected employees bid-out of the department.
- **MSC** -
 - Confirms "red circling" rate for blue slipped employees.
 - Won't "grandfather" bidders due to several problems including other department's ability to permanently fill open bid jobs.
 - Will schedule 8-hour shifts based on current operating need.
- **USC** - Management should try to schedule Quick Stock jobs during curtailment weeks.

5. Kraft Mill Progression - Mike Woods

- **MSC** - The February Standing Committee approved the second Day Utility position with two (2) positions off to the side of the progression ladder. We agreed to fill the position from the Utility Pool then to post. Subsequent to that, a Kraft Mill employee wanted the job. Mike Woods proposed to fill the open position within the department but to wave to probationary period.
- **USC** - Agrees. Suggests that the job gets posted within the department and senior most interested employee gets the position, and there will be no probationary period.

6. Union 401(k) Letters of Understanding

- **USC** - Signed documents related to transfer of the Union 401(k) Plan to PIUMPF (Paper Industry Union Management Pension Fund).

7. Temporary Work Schedule - R. Haynes

- Last Standing Committee approved 4/10 schedule. This schedule was established for the employee's benefit.
- **USC** - is concerned that special schedules that are outside the contract are being established. Company needs to remember that only Standing Committee can approve establishment of 4/10 schedule, waiving O.T. penalties.
- **MSC** - Will pay R. Haynes overtime after 8-hours prior to last Standing Committee Meeting.

8. Transitional Work Practices

- Transitional Work Agreement to be reviewed at the next Joint Standing Committee meeting.

9. Scheduling Committee Meetings

- Issues need to go through the JSC to be approved and formalized.
- Attendance hours need to be reviewed.

10. Night Shift Differential

- Compressed Differential = \$.40/hour
- 2nd Shift (Swing) = \$.54/hour
- 3rd Shift (Graveyard) = \$.84/hour

Next Meeting: Wednesday, April 21, 1999

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for the Union	Date	for Management	Date