

# STANDING COMMITTEE MEETING MINUTES

March 26, 1997

## Present:

USC - Claude Weaver, Gene Dixon, Larry Reandeau, Kris Keeler, George Brajcich, Bill Taylor

MSC - Keith Larson, Jim Lepin, Norm Dittrich, Mark Schneider, Tom McGuigan, Frank Walsh, Kathlyn Sweet

## Agenda:

1. Meal Tickets Refused At Knappa Market
2. Lateral Moves In Converting
3. Freezing Process Documentation
4. Shift Differential For 97-98 Contract Year
5. #3 & #4 PM Blue Slip Of Experienced Bidder
6. 3,4,5 TT Utility Operator (Stacker) Pay
7. Kraft Mill Call-In For Overtime
8. Safety Meeting Attendance If Starting Vacation
9. Floating Holiday Carry Over
10. Mechanic Selection Process
11. Vacation Scheduling
12. Grievances: 97-01, 02, 03, 04, 05, 06

### 1. Meal Tickets Refused At Knappa Market

Knappa Market has stated that they will no longer accept meal tickets. We will take them off the meal ticket list at their request.

### 2. Lateral Moves In Converting

The attached survey, drafted by the Scheduling Committee, will be given to the four areas of Converting. The Standing Committee recommends that the Scheduling Committee agree on how the winning option be selected, i.e.: majority rules, or if votes are fairly evenly split, the top two choices go back on the survey to decide a winner. The Standing Committee also recommends that the option chosen be on trial for one year, pending review at that time.

### 3. Freezing Process Documentation

The Scheduling Committee created the attached form to be used in the freezing/unfreezing process. The title is to be rephrased as "Senior Bypasses", instead of "All Bypasses". This form is available on the common drive on the computer system. USC requests that each department post a seniority list, so that employees can verify and check their seniority in that department.

### 4. Shift Differential For 97-98 Contract Year

The current shift differential, fifty-two (52) cents per hour for swing shift, and eighty-two (82) cents per hour for night shift, will be continued for the 97-98 contract year.

### 5. #3 & #4 PM Blue Slip Of Experienced Bidder

The qualified bidder may be blue-slipped to the department prior to the end of the 60 day probationary period.

### 6. 3,4,5, TT Utility Operator (Stacker) Pay

MSC proposed that the rate of pay be changed due to the fact that the employee in this position will no longer be operating equipment as they had been before. USC states the bottom rung of 3, 4 & 5 progression is the utility operator unless management creates a helper or laborer rung or establishes a labor pool in Converting.

### Kraft Mill Call-In For Overtime

Employees have signed a petition requesting that they change the call-in process from 2nd and 3rd days off, to 1st and 4th days off. The Standing Committee asks that all employees in the department have a chance to vote, even if majority of the department employees have already signed the petition. The Standing Committee approves the change.

### 8. Safety Meeting Attendance If Starting Vacation

USC wanted to confirm that the current agreement states that employees beginning a vacation may only be held over for emergency situations, and not for safety or routine meetings. USC stated concern that an employee had been held over after scheduling his vacation.

### 9. Floating Holiday Carry Over

USC requests that MSC provide a list of how many floating holidays were carried over and how many were sold back for the last year.

### 10. Mechanic Selection Process

The Standing Committee agrees that in the selection process for an Apprentice or Helper position, that once a person is deemed qualified, they do not have to re-test or re-interview should the same position come open again. The group discussed the situation with journey-level positions, and will form a sub-committee to review this issue and then make recommendations. This committee will be made up of USC members G. Dixon, G. Brajcich and C. Nadgwick, and MSC members T. McGuigan, J. Lepin, S. Wood and K. Larson.

### 11. Vacation Scheduling

A sub-committee will meet to consider common interests. USC members K. Keeler, B. Taylor and L. Reandeau, and MSC members J. Hertig, K. Larson and M. Schneider will make up this committee.

### 12. Grievances

97-01: D. Rodeback: Settled.

97-02: Yard Crew Operators: Still open at the first step.

97-03: D. Penning: Settled.

97-04: P. Neely: USC tabled until next meeting.

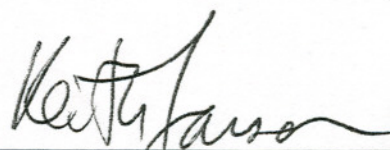
97-05: B. Kangas: MSC states that Letter Of Reprimand is appropriate and will stay in the employee's file. USC doesn't agree with this settlement. They believed that the issue had been resolved at the first meeting between the employee, his steward and department supervision.

97-06: D. Whitman: The Scheduling Committee will discuss this situation, and will report back at next Standing Committee meeting.

### Next Meeting:

April 16, 1997 (Third Wednesday) at 10:00 AM.

  
\_\_\_\_\_  
Union Standing Committee

  
\_\_\_\_\_  
Management Standing Committee

# JAMES RIVER CORPORATION

WAUNA MILL

Kris  
Draft #2

TO: \_\_\_\_\_

DATE: MARCH 20, 1997

FROM: KAY CRIST

SUB: LATERAL CREW MOVES

Some time ago, I did a survey asking each complex about how they would like to see lateral moves done (move to another crew, in same classification). The results of that survey indicated that we would keep a certain number of rows per classification lined up during the year, and the only time we would move employees laterally was if the move was permanent.

This issue has come up again and has gone before the Joint Standing Committee. The survey mentioned above was supposed to be a trial and was to last one year. Due to the issue surfacing again and the fact that the actual trial has expired, the Joint Standing Committee has requested that I do another survey with three possible options. The results of this survey would then become the standard for each complex. The standard could be different from complex to complex depending on the survey results.

The three options are listed below. Please indicate which you prefer and return this letter to me. If you do not completely understand exactly what they mean, please come see me. This will effect every person in this department and I want to make sure that everyone has a clear understanding of each option.

**Option I:** Leave it as it is. For example, the senior eight utility operators in 7/8 Tissue are lined up with one of the first 4 senior on each crew and one of the second 4 senior on each crew. The rest of the utility operators fall as they may. If an operator adjuster was to go on sick leave or special assignment for more than 2 weeks, a senior move would be mademoving the senior utility operator up to the operator adjuster vacancy. At this time no other utility operators would move. The vacancy for the senior utility that got moved up for the operator adjuster would be filled by moving all other utilities on the crew up and filling the bottom position with a relief or qualified labor pool employee.

**Option II:** Keep a specified number of rows in each classification lined up at all times. For example, same scenario as above, but instead of only the senior utility moving up to cover the operator adjuster who is off, the #5 utility operator would also move to the crew where the senior utility was. Then the 9th utility operator would move to where the #5 utility was.

**Option III:** Keep Option I with one addition that states if the vacancy requiring crew moves is long term (more than two months, if known) then lateral crew moves would be made to allow senior utility operators move up opportunities.

c:lateral

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**RECORD OF BYPASSING A FROZEN EMPLOYEE**

**\*\* REPEAT FOR ALL SENIOR BYPASSES \*\***

Frozen Employee: \_\_\_\_\_

Date Frozen: \_\_\_\_\_

Employee Bypassing: \_\_\_\_\_

Date Senior Bypass First Occurred: \_\_\_\_\_

Reason for Bypass: \_\_\_\_\_

Date Unfrozen: \_\_\_\_\_

Scheduler/Team Leader: \_\_\_\_\_

Date: \_\_\_\_\_

cc: Frozen Employee's File  
Bypassing Employee's File  
Department File

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