

STANDING COMMITTEE MINUTES

APRIL 9, 1993

In attendance were George Brajcich, Trisha Norvell, Kay Crist, Barney Wheeler, Al Grantham, George Kiepke, John Adams, Gene Dixon, Shelley Prouty, and Larry Reandeu.

The purpose of the meeting was to discuss the proposed vacation leveling guidelines. The Management Committee wanted the Union Committee's feedback regarding any potential problems they might foresee. The Union Standing Committee did not agree to nor approve of the guidelines.

The Management Committee stated that the intent was to use these guidelines for the upcoming vacation year beginning June 1, 1993. At the end of the year, the intent would be to review the process and see how it worked. After we have some experience with this process, there may be some things that will need to be changed, so what is implemented this year is not "in concrete".

VACATION SIGN UP PERIODS

Sign ups for vacations between May 1 and May 15 will be done as in the past (per the Labor Agreement), by seniority. The proposed guidelines include a second seniority sign up period from May 16 through May 31. (All departments would do this.) During the second seniority sign up, any weeks that were not yet scheduled could be scheduled by seniority.

June 1 to June 30 would be a first come, first served sign up period for the remaining unscheduled weeks. After July 1 department management would assign all remaining unscheduled weeks to the calendar weeks still available, by a lottery draw.

The Union Committee suggested that, should a vacation be denied because it overlapped by a day or two with another vacation, that the reason be noted to give the employee an opportunity to adjust that requested vacation by a day or two so it did not overlap.

Vacations approved in the first sign up would not be bumped by anyone wishing to schedule in the second seniority sign up period.

BANKED VACATIONS

The proposed guidelines would not allow for the scheduling of banked vacations until after all earned vacation from the current year had been scheduled. That would mean banked vacations could not be scheduled until about mid-July, after

management had scheduled any remaining unscheduled earned vacation weeks.

The Union Committee expressed some concern about not allowing the scheduling of banked vacation during the June first come, first served period. At the same time, there was concern about banked vacation conflicting with someone's ability to take their earned vacation - there are a limited number of people who can be off at one time and therefore a limited number of weeks available in which to schedule vacations.

The Management Committee suggested that the guidelines would again be reviewed with department heads, and at that review the concerns raised about banked vacations would be addressed. If no other ideas surfaced, Management would intend to treat banked vacations as stated in the guidelines, and review issues as they come up.

SCHEDULING BY LOTTERY AFTER 7/1

The original proposal stated that a shop steward would be present to observe the lottery scheduling of remaining vacations after July 1. The Union Standing Committee stated that they did not want shop stewards involved. The Management Committee agreed that that could be deleted from the guidelines.

OTHER

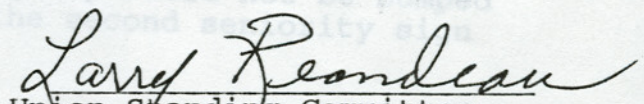
The Union Committee recommended that items 5 through 10 on the proposed guidelines be eliminated, as they are merely re-stating how things are currently done. There was concern that re-stating them here will create confusion and people will think that these are new items, when in fact they are established past practice and/or contractual items.

SENIORITY

The Union Committee stated that the scheduling of vacations must be done by mill seniority, not progression ladder seniority.

The Management Committee stated that past practice and department guidelines have always used mill seniority within a progression ladder (except in those ladders that are joined).


Management Standing Committee


Union Standing Committee