

STANDING COMMITTEE MEETING MINUTES

April 15, 1998

Present:

USC – Gene Dixon, George Brajcich, Stuart Potter, Billy Taylor, Kris Keeler, Claude Weaver
MSC – Keith Larson, Tom McGuigan, Frank Walsh, Mark Schneider, Dan Hickey

Agenda:

1. Grievances: 98-03, 98-04, 98-06, 98-10, 98-12, 98-15, 98-17, 98-18, 98-19.
2. Military Training
3. Stores Work Hours
4. Pay Rates for Handstacking
5. Vacation Leveling
6. Unscheduled Vacations

1. Grievances:

98-03: J. Radich – Outside Fabrication

- USC accepts settlement.

98-04: B. Lindsley – Job Duties

- USC – concerns around job description. Several new descriptions. If duties are moved from bargaining unit to bargaining unit that is O.K. If the duties are eliminated that is O.K. If duties were moved from bargaining unit to management then there is a problem. Union wants original job description reviewed and duties identified (who's doing the work).
- MSC will push forward the process.

98-06: D. Engstrom – #1 & #2 Paper Machine Scheduling

- USC: Discussed in scheduling committee. Schedulers propose a settlement of 11 hours. USC is proposing this.
- MSC: Accepts 11-hour straight time proposal. Grievance is settled.

98-10: P. Pruett - Discrimination

- On hold pending investigation.

98-12: Thomason et. al. – Red Circle Pay

- USC: Red circle people not necessarily pay rate.
- MSC: **Keith** and **Claude** to follow up with **N. Dittrich**

98-15: C. Cruz – Letter of Reprimand

- USC: Had been told that she was trained to work this way.
- MSC: Disagrees that she was trained that way. Have begun a safety orientation program for new hires, and/or refresher course for employees involved with accidents/safety infractions. C. Cruz's assignment to this program is not voluntary. **M. Schneider** to review reprimand.
- USC: This grievance is settled.

98-17: D. Vogel – Shipping Scheduling

- USC will respond next meeting

98-18: J. Page – Unitizing Scheduling

- USC: D. Harms was on vacation in Shipping. D. Borgstrom was moved from Unitizing to fill vacancy in Shipping as the only qualified replacement. Then Borgstrom’s vacated position in Unitizing was left open. USC feels we need more qualified replacements in Shipping.

98-19: T. Fillman – Unitizing Scheduling

- USC: Unitizing Coordinator job was recently established and the company has chosen for various reasons to leave it open. Training is not the issue.
- MSC: Hold for further investigation.

1. Military Training

Military Training Memorandum of Agreement signed by both parties attached to minutes.

2. Stores Work Hours

- MSC: Stores window closes at 3:30 p.m. and no guard is available from 3:30 – 4:00 p.m. There have been three (3) incidents recently which have lead to longer downtime waiting for parts. Storeroom will modify start times to cover this time. One (1) person will work 7:30 a.m. – 4:00 p.m. and will be paid ½ hour shift differential. They will rotate unless someone volunteers for these hours.

1. Pay Rates for Handstacking/Handpacking – in Roll-side Converting and Box Facial

- MSC: In years past, handstackers were paid higher wage rates. Automation has changed this type of work. The company is considering paying the Laborer rate. This does not apply to the Napkins area due to rotation.
- USC: Raised several issues for MSC consideration.
- MSC: Will study.

5. Vacation Leveling

- USC: Q: What are the minimums and maximums?
- MSC: A: It is a department by department decision. Some departments can use summer students, based on training time, and allow more vacations. It will be based on operational capabilities.

1. Unscheduled Vacations

- USC: Vacation Weeks Banked listing needs to have the heading clarified. People should not be misled that they have “lost” vacation weeks if their bank is full.

Next Meeting: Wednesday, May 20, 1998

for the Union

Date

for Management

Date

Attachments.