

STANDING COMMITTEE MEETING MINUTES

April 16, 1997

Present:

USC - Gene Dixon, Larry Reandeau, Kris Keeler, George Brajcich, Bill Taylor, Dan Duvall
MSC - Keith Larson, Norm Dittrich, Mark Schneider, Tom McGuigan, Frank Walsh, Kathlyn Sweet

Agenda:

1. Mechanic Selection Process
2. #3 & #4 PM Procedure For Filling Vacancies And Absences
3. Call Time
4. Pay For Vacations
5. R. Sarpola Freeze
6. Vacations And Safety Meetings
7. #3 & #4 PM Vacation Guidelines
8. Vacation Guidelines (Millwide)
9. Hearing Shifts And Recordable Illnesses
10. Grievances: 97-02, 04, 05, 07

1. Mechanic Selection Process

New procedure for selection, as indicated in attachment. This procedure is in trial use now.

2. #3 & #4 PM Procedure For Filling Vacancies And Absences

Bill, Dan and Larry will meet to discuss the guidelines with Joe Lopatynski, and this will be discussed at next meeting.

3. Call Time

USC confirms page 15, #6 of the contract, that no call time will be paid to volunteers on the activities listed in that section.

4. Pay For Vacations

A) Vacation pay should be paid at rate of current pay, not rate when the vacation was earned. B) Vacation pay is to be adjusted for two or more jobs worked, not just the blue slip rate. USC would like continued dialog with Payroll around the issue of vacation pay when employees have had a rate increase or have worked multiple jobs while accruing vacation time. Bill Taylor and Dan Duvall will represent the USC.

5. R. Sarpola Freeze

USC states that the freeze has not yet been officially approved, and states that the freeze must occur at the highest step that the employee's seniority will take them. Discussion of this issue will continue with Tim Winn, in conjunction with a change that is being made to the Floater Adjuster position in Converting. Kris Keeler, Larry Reandeau and Bill Taylor will represent the USC.

6. Vacations And Safety Meetings

USC wants to emphasize that employees beginning a vacation may only be held over for emergency situations, and not for routine or safety meetings.

3 & #4 PM Vacation Guidelines

USC believes that restrictions are outdated and no longer valid nor consistent with other areas of the mill. K. Larson to meet with Al Grantham prior to May 1 to discuss this issue.

Vacation Guidelines (Millwide)

sub-committee of USC members **K. Keeler, B. Taylor and L. Reandeau**, and MSC members J. Hertig, **K. Larson** and **M. Schneider** will meet to discuss this issue on April 17, 1997.

9. Hearing Shifts And Recordable Illnesses

Becky Adams, RN, explained that the current policy for significant (25dB or more at 2000, 3000 or 4000 Hz) hearing losses requires them to be logged as recordable illnesses on the OSHA 200 report. USC requested that more written information be given to employees who will be logged on the OSHA 200 report, so that they understand that their hearing shift is a recordable illness.

10. Grievances

97-02: Yard Crew Operators: USC tabled.

97-04: P. Neely: USC withdraws this grievance.

97-05: B. Kangas: Scheduling Committee to discuss this grievance on April 17, 1997.

97-07:R. Tolbert: This grievance is back to the first step as USC assesses first step answer from **Frank Walsh**.

Next Meeting:

May 21, 1997 (Third Wednesday) at 10:00 AM.



Union Standing Committee



Management Standing Committee

Interoffice Memo

Date: 04/04/97
To: Maintenance Organization
From: Maintenance Committee
Subject: Transfers to vacant positions in the A-2 package

We have decided to set up a process to allow maintenance employees to bid into open vacancies in the A-2 package. The intent is to allow employees who wish to work in a different area a fair process to take advantage of vacancies from retirements, promotions etc.

The principles around which the process will be administered are as follows

- Personalities will not play a role
- Maintenance seniority will be used for selection as long as
 1. Skill sets required for the position are adequate
 2. There is not any over-riding need for the person on his current crew.
The need would have to be very great and demonstrable
- Positions will be posted in the Clock alley for two weeks
- Sign up sheets will be kept by the clockroom attendant
- Open positions which receive no bids will be filled following our normal process

We will begin this process with our two current openings. Filling these two openings will be considered a trial of the process and we will continue with it, alter it or abandon it depending upon how it goes this time.

The current process for making crew *swaps* will stay the same - i.e. mutual agreement between journeymen and effected Team leaders.

Everyone on the maintenance committee hopes this is an upgrade to our current process.

**JAMES RIVER CORPORATION
WAUNA MILL**

MAINTENANCE DEPARTMENT INTERNAL OPENING BID FORM

(NOTE: THIS IS AN INTERNAL PROCESS FOR EXISTING A2 PACKAGE EMPLOYEES ONLY.)

CREW: Kraft Mill

JOB/SKILLS: Millwright as primary skill with good pipe fitting experience.

POSTING DATE: April 7, 1997

CLOSING DATE: April 21, 1997

FOR FURTHER INFORMATION, CONTACT:

Tom McGuigan or Jack Mason

NOTE: Transfers become permanent immediately. There is no 60-day probationary period.

JAMES RIVER CORPORATION
WAUNA MILL

MAINTENANCE DEPARTMENT INTERNAL OPENING BID FORM

(NOTE: THIS IS AN INTERNAL PROCESS FOR EXISTING A2 PACKAGE EMPLOYEES ONLY.)

CREW: #3 & #4 Paper Machines

JOB/SKILLS: Millwright.
To be trained for paper machine roll changes, with the
intent of becoming a lead person on roll changes.

POSTING DATE: April 7, 1997

CLOSING DATE: April 21, 1997

FOR FURTHER INFORMATION, CONTACT:

Jim Lepin or Steve Sheasly

NOTE: Transfers become permanent immediately. There is no 60-day probationary period.

WAUNA MILL MAINTENANCE GUIDELINES & POLICIES

TITLE TRANSFERS TO VACANT POSITIONS	ISSUE DATE: 3/4/97	PROCEDURE # D6
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APPROVED BY: MTCE. MANAGERS	REV. DATE 4/24/00	PAGE <u>1</u> OF <u>1</u>
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PURPOSE:
TO PROVIDE GUIDELINES FOR MAINTENANCE TRANSFERS WITHIN THE A-2 PACKAGE

These guidelines are to provide a method for maintenance employees to bid on open vacancies in the A-2 package. The intent is to allow employees who wish to work in a different home crew a process to make their desires known. The current process for making crew swaps will stay the same -i.e. mutual agreement between journeymen and effected maintenance supervisors.

The principles around which the process will be administered are as follows

1. Positions will be posted in the clock alley for two weeks.
2. Sign up sheets will be kept by the clockroom attendant.
3. Only maintenance employees are allowed to bid.
4. Maintenance seniority will be used for selection as long as skill sets required for the position are adequate and there is not any overriding need for the person on his current crew. The need would have to be demonstrable.
5. Personalities/crew fit issues that are raised will be reconciled by union and management before the transfer is approved.
6. After accepting a transfer, the employee may not transfer again for a period of one year.
7. Transfers become permanent immediately. There is no 60-day probationary period.
8. Open positions, which receive no bids, will be filled following our normal process.

Per Standing Committee clarification on 4/19/00 it is understood that,

The Maintenance Managers will make home crew assignments

The Maintenance Managers may choose to solicit names of qualified individuals that have an interest in working in another area, by the above procedure or other means, before making the assignment.

I/FLUHRER/WINWORD/LEPIN/041597