

# **STANDING COMMITTEE MEETING MINUTES**

**April 21, 1999**

## **Present:**

USC – Larry Reandean, Stuart Potter, Roland Lee, Billy Taylor, Dan Duvall, Kris Indergard

MSC – Keith Larson, Joe Hertig, Dan Hickey, Tom McGuigan, Frank Walsh, Henry White

## **Agenda:**

1. Grievances: 98-32, 99-04, 99-06
2. 3, 4 & 5 Auto Quick Stock Progression Line Changes
3. Attendance Hours/Absentee Tracking
4. Converting Maintenance Positions
5. 2000 Shut Down Vacation Restrictions
6. Administrative Suspensions for Absenteeism
7. Transitional Work Process
8. Call-Ins
9. Funeral Leave Pay
10. Disability Retirement
11. Retiree Medical
12. MSC Change

## **1. Grievances:**

### **98-32: Viagra**

- USC - Still on hold.

### **99-04: B. Lindsley - Safety Shields**

- USC - R. Lee to work with B. Adams and vendors on other alternatives. L. Reandean commented that some Physicians are of the opinion that wearing plastic lens over a long duration may be harmful. B. Adams will check with Physicians.

### **99-06: G. Points - Letter of Discussion - Absenteeism**

- USC - Hold timely per discussion regarding Attendance Hours shown below.

## **2. 3, 4 & 5 Progression Line Changes**

- MSC - Splitting of 3, 4 & 5 and Quick Stock ladders is necessary due to recent changes in productivity and training (see page 2). Changes will take place 4/26/99.

### 3, 4 & 5 T.T. & Quick Stock Progression Lines

#### Current ladder is:

Adjuster  
Adjuster  
 Operator  
 QS/O Operator  
 QS/D— Operator  
 Utility  
 Utility  
 Utility  
 Utility

The Utility relieves both ladders, and the Adjuster covers both areas. The change would address the large training burden. Future issues would include filling the relief position.

#### Proposed Ladder:

Adjuster  
 Adjuster  
 Operator  
 QS/O Operator  
 QS/D Operator  
 Relief Operator  
 Utility  
 Utility  
 Utility  
 Utility

### 3. Attendance Hours/Absentee Tracking

- **USC** - S. Potter recommended at the Scheduler's Meeting that we use 2,208 hours (with no adjustments) as the denominator for all compressed workers when computing absenteeism.
- **USC** - Concerned about not adding O.T. and vacation hours into the denominator. Feels that scheduled O.T. and call in O.T. should be added into the equation. Vacations are also excluded from the equation, but Floating Holidays are not. Added that people with more vacations would have a higher absentee % rate than those with less vacations and the same number of days absent.
- **MSC** - Concerned that absentee percentages should reflect if a person is not here when they are suppose to be here and with vacation hours included this would not be truly reflective of that principle. M. Huff reports that the new system will track scheduled hours by individual, should be up and running October 1999. Will review and respond to.

### 4. Converting Maintenance Positions

- **USC** - Employee feels that he should have been able to fill the recent Converting Maintenance opening. The position was filled during his absence. There should not be a 30 days limit for him to transfer.
- **MSC** - Will extend time until all current salaried maintenance openings and subsequent moves are filled. If this results in an open Converting Folded Maintenance slot, the employee will be made the offer.
- **USC** - another option would be a swap with another mechanic if agreed upon between the mechanics and their respective supervisors.

### 5. 2000 Shut Down Vacation Restrictions

- **MSC** - M. Woods presented information on the shut down vacation restrictions (see memo attached). Also presented a memo regarding hard hat requirements on the East Side during the shutdown (see attached). T. McGuigan said that Maintenance vacations would also need to be limited for the 2000 shut down.

### 6. Administrative Suspensions for Absenteeism

- **MSC** - Management Steering Group feels that "administrative suspension" for absenteeism is warranted and effective.
- **USC** - Must have immediate notification of any administrative suspension.

**7. Transitional Work Process**

- USC - Has some issues with the Transitional Work process, i.e. no Doctor's release, special hours, restrictions.
- MSC - Transitional Work Process will be reviewed with Mill supervision for more consistent Mill-wide application

**8. Call-Ins**

- Issue stems from the Clockroom's difficulty in getting people to come in.
- MSC - Recommends putting together a sub-group to examine the issues/opportunities around call-ins.
- USC - Need additional quantification of issues. Adds that it is recommend that the whole USC be involved in any meetings.

**9. Funeral Leave Pay**

- MSC - Funeral leave pay will include shift differential retro to April 1, 1999.

**10. Disability Retirement**

- USC - expressed appreciation that Pete Hazapis' Disability Retirement was approved (retroactively) by Corporate Benefits.

**11. Retiree Medical**

- USC - questioned the status of a transferred employee whose FASB cost had already been taken at his former location.
- MSC - will check.

**12. MSC Change**

- Shawn Wood will replace Tom McGuigan. Out thanks to Tom, he is always welcome to attend the Joint Standing Committee Meeting.

*Next Meeting: Wednesday, May 19, 1999*

\_\_\_\_\_ for the Union

\_\_\_\_\_ Date

\_\_\_\_\_ for Management

\_\_\_\_\_ Date