

# **STANDING COMMITTEE MEETING MINUTES**

**May 19, 1999**

## **Present:**

USC – Roland Lee, Billy Taylor, Dan Duvall, Kris Indergard

MSC – Joe Hertig, Dan Hickey, Shawn Wood, Mark Schneider

## **Agenda:**

1. Grievances: 98-32, 99-03, 99-04, 99-04
2. Union 401(k) Merge with Paper Industry Fund
3. Call-Ins Committee
4. Cellulose Dust Sampling
5. Insurance Cost Information
6. Retiree Medical Re: FASB
7. Materials Handlers Position - Combination
8. 60 Day Probationary Period Extension - C. Slagle
9. Attendance Hours Calculation
10. Pension Plan; Memorandum of Agreement 7/1/99 (?)
11. 3, 4 & 5 Progression Ladder (Mill or Progression Seniority?)
12. 2<sup>nd</sup> Relief Position at Groundwood
13. Extended Downs
14. Permanent Relief Jobs
15. Testing/Hiring Process

### **1. Grievances:**

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

- USC - Moved to 3<sup>rd</sup> Step.

#### **99-03: Insurance Coverage**

- USC - Moved to 3<sup>rd</sup> Step.

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

- USC - R. Lee and B. Adams still investigating options. Have contacted suppliers and will order samples. USC agreed to settle grievance based on getting samples for 5 - 6 wage and 1 - 2 salaried employees to try. Samples are Rx safety wrap around glasses.

#### **99-06: Letter of Discussion - Absenteeism**

- MSC - Will review employee's absenteeism and Floating Holidays. Also will review the policy around using Floating Holidays or partial Floating Holidays (after an absence) with 2.5% or greater absenteeism rate.

### **2. Union 401(k) Merge with Paper Industry Fund**

- 401(k) merger is on track.

### **3. Call-Ins Committee**

- Due to vacation and travel schedules have not yet scheduled a meeting with USC and Clockroom to discuss options to deal with some of the issues of concern.

### **4. Cellulose Dust Sampling**

- MSC reviewed company's intention to conduct cellulose dust sampling this summer. Program is being initiated by our corporate Industrial Hygiene department.

### **5. Insurance Cost Information**

- Reviewed status of company's response to union request for data related to hourly health plan demographics. In process of being generated but still awaiting information from HMO's regarding rate calculation assumptions.

### **6. Retire Medical Re: FASB**

- MSC - has contacted corporate benefit group regarding assistance with how hourly FJ employees who transfer from other locations after 8/11/95 should be considered with respect to early retiree health care coverage. An answer is pending.

### **7. Material Handlers Position - Combination**

- MSC - reported that combining some of the job duties in the materials handling position is under active consideration. As the detail becomes more refined, it will be shared with the USC.

### **7. 60 Day Probationary Period Extension**

- MSC – Presented a need to extend probationary period for shipping employee due to extenuating circumstances (extended absences).
- USC agreed to a thirty (30) day extension and the department manager is to communicate the decision to the affected employee.

### **9. Attendance Hours Calculation**

- USC – Need to use current calculation technique with O.T. hours worked added back in.
- MSC – Need to see if new payroll system will do this.

### **10. Pension Plan Memorandum of Agreement – 7/1/99 (?)**

- MSC – Requested time line for being able to decide on a Memorandum of Agreement which will clarify issues pertaining to enrollment eligibility and clarification of qualifying criteria for disability retirement.
- USC will review with International Representative and let the company know next steps.

### **11. 3, 4 & 5 Progression Ladder (Mill or Progression Seniority)**

- MSC - Will use progression ladder seniority first in the Utility classification then going to the top of the ladder and working back down the ladder before posting millwide.

### **12. 2<sup>nd</sup> Relief Position in Groundwood**

- MSC – Notified the USC that consideration is being given to adding a 2<sup>nd</sup> relief position in the Groundwood Dept.

**13. Extended Downs**

- **USC** - Can there be some flexibility around day off to day off vacations to accommodate more vacation time?
- **MSC** - will discuss with Kraft Mill/Utilities Departments.

**14. Permanent Relief Jobs**

- **USC** – Questioned company’s intention regarding the filling of jobs with people out of the Labor Pool rather than post for jobs mill wide.
- **MSC** responded that when a decision is made to permanently fill a job the posting process will be used.

**15. Testing Hiring Process**

- **USC** – Questioned our hiring process regarding applicants who have gone through the process, are told that they are on a list to be hired and then not hired? Two specific candidates were identified.
- **MSC** - was not familiar with the particular circumstances but committed to try to find out more information and respond at next meeting.

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*Next Meeting: Wednesday, June 16, 1999*

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for the Union

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Date

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for Management

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Date