

STANDING COMMITTEE MEETING MINUTES

May 20, 1998

Present:

USC – Gene Dixon, George Brajcich, Billy Taylor, Larry Reandeu

MSC – Keith Larson, Tom McGuigan, Mark Schneider, Dan Hickey, Norm Dittrich

Agenda:

1. Grievances: 98-04, 98-12, 98-17, 98-19, 98-20, 98-21, 98-22, 98-23, 98-24, 98-25, 98-26.
2. Storeroom Changes.
3. Memorial Holiday Schedules.
4. Shutdown – Special Safety Rules (Modifications).
5. Dispensing/Vending: F.H. and Medical
6. Probation Period Overlap
7. FLT Motion Switches
8. Laborer Rates – Converting Hand-Stacking
9. Viagra
10. Temporary Rates
11. Contractor Notification
12. Janitorial Changes

1. Grievances:

98-04: Bill Lindsley – Job Duties

- USC - Hold

98-12:

- USC – Resolved (for the record).

98-17: Don Vogel – Shipping Schedule

- USC - Withdrawn

98-18: J. Page

- MSC - Training plan set up and will be implemented.
- USC - This resolves the grievance.

98-19: T. Fillman – Unitizing Schedule

- USC - Withdrawn
- MSC - Will train backup to fill job when needed.

98-20: Local 1097 – Unitizing Day Coordinator

- USC - Withdrawn

98-23: Shipping Barge Coordinator

- To 3rd step.

98-10: P. Pruitt – Discrimination

- Investigation in progress.

98-21: K. Williams – FMLA Eligibility

98-22: G. Hennessee – FMLA Eligibility

Company within legal rights per FMLA

- USC - Both grievances withdrawn

98-24: Stan Kahn – Seniority Rights

In future, cases like this will be reviewed in Standing Committee every 6 months, or as needed.

- USC - Withdrawn

98-25: Dan Duvall – Vacation Scheduling

- USC – Management has the right to allocate vacation times, but mill seniority determines who gets the allocated vacation slots. USC recognizes this practice has been going on for a number of years, but this has been the first time (recently) someone has been negatively affected and grieved the process. In the past it was recognized that allotments are per progression ladder and within that ladder mill seniority determines who gets to take the slot.
- MSC – The contract language gives management the right to allot vacations. Vacation allotment is based on the need to retain minimum levels of experience/expertise to maintain our operational abilities. This then becomes a department by department management decision and may include all or segments of progression lines. Once allotted, seniority is the method of selection.

98-26: Bill Pritchett – Letter of Discussion

- USC will respond.

98-27: Charlotte Slagle – Employment Rights

- Set up meeting for May 27th.

1. Storeroom Changes

MSC advised of plans to move the Tool Room window closer to the Stores window and eliminating the Tool Room Stores position and adding a Stores Window position.

3. Memorial Holiday Schedules

MSC shared shutdowns of equipment in observation of Memorial Day Holiday.

4. Shutdown – Special Safety Rules (Modifications)

- MSC - No hearing protection from 7:00 a.m. – 5:00 p.m. June 3rd millwide, (unless in noisy environment).
- MSC -No hearing protection required in Kraft Mill from 7:00 a.m. to 7:00 p.m. June 4th, (unless in noisy environment).
- MSC -Hard hats required outside the Kraft Mill building from 7:00 a.m. June 1st to 7:00 p.m. June 7th.

5. Dispensing/Vending: F.H. and Medical

- **MSC** - We are putting in vending machines for feminine hygiene products (coin operated) and over-the-counter medications (no charge).

6. Probation Period Overlap

A person bid into the Oiler Crew. 90-day probation person bidding into Groundwood (to backfill) has 60 days probation. **USC & MSC** both agree that seniority rights of both positions are protected for 90 days, as well as any other effected parties.

7. FLT Motion Switches

MSC - Have received switches. Install starting this week (5/11). They will not be activated immediately. After installation we will follow an activation schedule. (Start middle of June.)

8. Laborer Rates

MSC - Rolled and Box Facial in Converting will now pay people who do laborer work (i.e. Hand Stacking, etc...) converting laborer rate unless they are currently Blue Slipped as operator. This will be a bumpable job.

9. Viagra

- **USC** - Wishes to challenge the statement in the weekly newsletter that Viagra would never be covered by any Fort James health plans.
- **MSC** – Will pass that message on to the Corporate Health Plans Manager.

10. Temporary Rates

USC feels only the job analysis board can set temporary rates. Specifically referencing the temporary rate for Converting Robot Operator. **MSC** will check on how the process worked.

11. Contractor Notification

USC has issues around cutting P.O.s prior to notification to the Union Mechanics Committee. **MSC** will revise process to assure agreement is adhered to.

12. Janitorial Changes

MSC - As part of the cost cutting efforts we are changing the schedule (reducing) of janitorial services. Less days, not doing lunch tables, etc...

Next Meeting: Wednesday, June 17, 1998

_____ for the Union

_____ Date

_____ for Management

_____ Date

Attachments.