

STANDING COMMITTEE MEETING MINUTES

May 21, 1997

Present:

USC - Gene Dixon, Kris Keeler, George Brajcich, Bill Taylor, Dan Duvall, Claude Weaver

MSC - Keith Larson, Norm Dittrich, Mark Schneider, Frank Walsh, Kathlyn Sweet, Jim Lepin

Agenda:

1. Vacation Scheduling
 - a) Napkin Curtailment
 - b) #3 & #4 PM
 - c) #1 & #2 PM
2. Floating Holiday Carryover
3. Kraft Mill Freeze
4. #3 & #4 PM Process For Filling Vacancy/Absence
5. Payroll Issues
6. Rolled Side Freeze
7. Napkin Bid List
 - a) Overtime Coverage In Utility Pool
8. Absentee Program
9. Kraft Mill Process For Filling Vacancy/Absence/Extra Work
10. Scheduling Maintenance 2nd Consecutive Day Off
11. Compressed Pay vs. Blue Slip Pay For Less Than A 12 Hour Shift
12. Motorcycle Parking
13. Grievances: 97-02, 06, 07, 08, 09, 10

1. Vacation Scheduling

a) See attachment. The Napkin Department will be in a curtailment phase from May 26 to July 4. Additional vacations will be granted during this period, but the vacations must be Monday to Monday vacation requests. Discussed issues of safety and productivity.

b) #3 & #4 PM will increase their number of employees on vacation from 6 to 8, for July and August, with a continuing limitation of only two MT and two BT off at once. Two additional summer college employees will be employed to help with coverage during these vacations.

c) #1 & #2 PM will increase their number of employees on vacation from 5 to 7, for July and August, only five of whom may be MT and/or BT. For these additional weeks of vacation, those who have not been approved may bid, but those who already have vacations approved may not make changes in their vacations.

2. Floating Holiday Carryover

~~321~~ people were paid for unused floaters and ~~283~~ employees carried over one day. USC will request that more than one day be carried over next year.

3. Kraft Mill Freeze

USC is still reviewing this request to freeze at bleach operator. Per MSC, this joint request can be considered a management-initiated freeze.

4. #3 & #4 Process For Filling Vacancy/Absence

These new guidelines (see attached) were approved by the Standing Committee.

5. Payroll Issues

This item is tabled until a sub-committee can meet with the Payroll Department.

6. Rolled Side Freeze

Sub-group will meet to discuss the issue of where the employee should be frozen. MSC stated that the Union does not need to approve management-initiated freezes. USC stated that the Union will continue to monitor these freezes.

7. Napkin Bid List

Two postings for openings in the Napkin Department were accidentally not posted, and were filled with new employees from the Labor Pool. An employee who was hired prior to those blue-slipped to Napkins has indicated that he would have bid on the jobs if they had been posted, and has signed a new posting for positions in Napkins. It was agreed that that he, and 3 others who have signed this new posting, would be placed above the new hires after they complete the probationary period.

a) USC agreed that overtime has to go to the mates at the bottom of the utility pool progression ladder.

8. Absentee Program

MSC stated that the absentee program is being redesigned. After taking out the allowed FMLA leave, the true absenteeism rate at the mill is 1 1/2 %.

9. Kraft Mill Process For Filling Vacancy/Absence/Extra Work

Frank Walsh will meet with others in Kraft Mill management and then discuss with USC sub-group.

10. Scheduling Maintenance 2nd Consecutive Day Off

One mechanic is currently being scheduled to work Tuesday through Saturday. MSC stated that taking Sunday and Monday off does constitute having two consecutive days off. USC stated that since Monday is the first day of the work week, that Sunday and Monday off do not constitute two consecutive days off.

Jim Lepin will meet with Shawn Wood, Al Grantham and Mark Schneider, and then review with members of USC.

11. Compressed Pay vs. Blue Slip Pay For Less Than A 12 Hour Shift

USC contends that if an employee requests to go home having worked less than full 12 hour shift, then the employee should receive the compressed pay rate for hours worked, but if management sends an employee home (as in recent power outage situation) having worked less than a full 12 hour shift, then the employee should be paid the blue-slip rate. MSC will investigate and respond.

12. Motorcycle Parking

Improvements have been made to the motorcycle parking area just east of the Human Resources Building. There is ample space reserved and one (1) covered parking bay reserved for motorcycles.

13. Grievances

97-02: USC withdraws.

97-06: USC stated that they will not ask for penalties as a reasonable effort was made to schedule correctly but that it should have been done differently and would be in the future.

97-07: USC said that this grievance is still active, but may be resolved per plans being developed for training in the Kraft Mill.

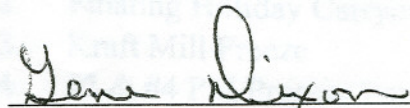
97-08: USC stated that this issue may be resolved by the weeks of vacation being added to #1 & #2 PM.

97-09: MSC confirmed that the current guidelines were followed in filling this vacancy. Members at the next Coordinator's meeting will discuss revising the procedure.

97-10: USC stated this dates back to 96-16 grievance regarding job rotation. Options will be discussed at the next Shop Steward's Meeting and results reviewed at the next Standing Committee meeting.

Next Meeting:

June 18, 1997 (Third Wednesday) at 10:00 AM.



Union Standing Committee



Management Standing Committee