

# **STANDING COMMITTEE MEETING MINUTES**

**June 16, 1999**

## **Present:**

USC – Roland Lee, Billy Taylor, Dan Duvall, Kris Indergard, Stuart Potter, Larry Reandean  
MSC – Keith Larson, Joe Hertig, Dan Hickey, Shawn Wood, Frank Walsh

## **Agenda:**

1. Grievances: 98-32, 99-03, 99-06, 99-07, 99-08, 99-09, 99-10
2. Appeals of Suspensions and/or Discharges
3. Pension Memorandum
4. Hire Date - D. Kovach
5. After-the-fact Floating Holidays if under 2.5%
6. Extended Probation - Voluntary Resignation
7. Hiring Issues/New Hires
8. Call-In Process Changes
9. Meal Tickets
10. Shift Trades
11. Maintenance Testing
12. Vacation Allotments

## **1. Grievances:**

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

- USC - Resolved at 3<sup>rd</sup> Step.

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

- USC - Resolved at 3<sup>rd</sup> Step.

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

- MSC - Absenteeism has been recalculated based on new formula. Return to 1<sup>st</sup> Step. **J. Hertig** to discuss with **J. Melink**.

### **99-07: Letter of Reprimand - Re: Accident with Hyster**

- USC - Would like letter pulled. It was employee's first day on the job training, hits post, needs stitches and goes to the doctor. Company wrote reprimand before incident investigation. Posts were striped after the accident. Same truck was involved in an accident 2 weeks before which tripped the shut-off switch and knocked off the counter balances. Posts are on painted yellow line and are difficult to see from hyster and blend in with the yellow line from 24' back. Inertia switch did not go off. Possible to strike head with seat belt on.
- MSC - Will take another look based on USC's through investigation.

### **99-08: Letter of Discussion - Re: Confrontation Between Lead Adjustor and Employee**

- **USC** - Would like the letter removed. USC believes that Management should stand behind the lead person to avert these problems, i.e. training, and letting all employees know that they are in charge and their directions must be followed. The lead person made the correct call regarding the O.T. issue, but in trying to get the other employee back to work a confrontation developed. The witness could not say 100% that physical contact was made but felt it was. Converting Shop Stewards have surfaced the issue of no Salary supervision on night shift.
- **MSC** - Our investigation reveals that physical contact was made which we can not/will not excuse/condone.
- **USC** - Agrees that physical or verbal abuse can not be condoned in any way.

### **99-09: Oiler Grievance**

- **USC** - Anytime someone does a job they get the pay of the job. In this case a person is moving up to a job and not getting the pay. Jr. Oilers have been assigned to Sr. Oiler work, but not getting Oiler pay. Jr. Oilers also need to be rotated so they are prepared for the test. **USC** offers to sit down with Maintenance Management ways to resolve the situation of being short handed in the Oiler area, and how to assure rotations are happening.
- **MSC** - Just received grievance, will review.

### **99-10: Letter of Reprimand**

- **USC** - Requests that the letter be removed from the employee's file.
- **MSC** - Letter of reprimand was given for just cause based on the employee's demeanor and language.

## **2. Appeals of Suspensions and/or Discharges**

- Appeals will have a separate numbering system, i.e. 99-A01, 99-A02, etc...  
99-A01 (K. Wright), 99-A02 (J. Moore), 99-A03 (K. Radich)

## **3. Pension Memorandum**

- **USC** - Al Lippincott to sign the memorandum later today. The content states that if an employee is approved for Social Security Disability then Fort James would also approved a Disability Retirement. The new disability definition is more advantageous to employees.

## **4. Hire Date - D. Kovach**

- **MSC** - Will use original hire date from Ashland, thereby entitling employee to early retiree medical coverage. Other situations will be reviewed case by case.

## **5. After-the-fact Floating Holidays**

- **MSC** - After-the-fact Floating Holidays (partial days) will be granted if the employee's absentee rate is under 2.5%. Employee must have reported to work and went home ill or for a family emergency during his/her shift. This will be on a trial basis for six (6) months (7/1/99 - 12/31/99).

## **6. Extended Probation - Voluntary Resignation**

- **MSC** - E. Fegles, whose probationary period was extended by mutual agreement, has resigned.

## **7. Hiring Issues/New Hires**

- **MSC** - After one (1) year any applicants still on the waiting list are notified that they will need to re-apply and re-test.

- USC - Suggests that they be told of this when they first qualify.

**8. Call-In Process Changes**

- MSC - a wage employee made a suggestion to have their name removed from the call-in list. Clockroom could look into this. **J. Hertig** will take to the Scheduling Committee.

**9. Meal Tickets**

- USC – Laureli's (formerly Nick's) is out of business. Can the new owner replace Laureli's for meal tickets?
- MSC – The new owners must sign a meal ticket contract.

**10. Shift Trades**

- MSC – There are three (3) parties to the shift trades, the two (2) employees and the Company. The Company can deny trades if they are circumventing the seniority alignment on an extended basis.

**11. Maintenance Testing**

- USC - What tests are out there, how many are out there and are different scores required?
- MSC - Electrical, Instrument, Predictive take an extra test aimed at troubleshooting. All maintenance takes the standard tests. Need to find out testing requirements for different jobs.

**12. Vacation Allotment**

**1&2 Paper Machines**

- USC - Feels some clarification is necessary. Seems to have contradictory language.
- MSC - Work with the Department Management to clarify.

**3&4 Paper Machines**

- USC - The Company brought in extra student help to allow for more vacations, but vacations are not being approved.
- MSC - Work issue with the Department Management.

*Next Meeting: Wednesday, July 21, 1999*

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for the Union

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Date

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for Management

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Date