

STANDING COMMITTEE MEETING MINUTES

June 17, 1998

Present:

USC – Gene Dixon, Billy Taylor, Larry Reandeau, Claude Weaver, Kris Keeler

MSC – Joe Hertig, Mark Schneider, Frank Walsh, Aaron Ybarrondo

Agenda:

1. Grievances: 98-04, 98-10, 98-26, 98-27, 98-28, 98-29.
2. Woodlands Pension Issue
3. Work on “PFH”
4. Viagra
5. Injury Report Form
6. Drug/Alcohol Free Workplace
7. Security Checks of Vehicles
8. Will-wide Vacation Form
9. Memorandums of Agreement
10. Vacation Sign-ups/Forms

1. Grievances

98-04: B. Lindsley

- **USC** – on hold.

98-10: P. Pruitt

- **G. Brajcich** and **J. Hertig** met with **P. Pruitt**. The original protocols for pulmonary function tests tracked age/race. The newer protocols may not include age/race. **USC** will check with **P. Pruitt** to see if this is adequate.

98-26: B. Pritchett

- **USC** – Withdrawn

98-27: C. Slagle

- **USC** feels that **C. Slagle** has been released to work by M.D.. Should be put back on work without any conditions, i.e. except for no over-time and should be made whole.
- **MSC** – We have conflicting medical evaluations. Without an independent medical examination we have a concern about liability and risk to Ms. Slagle’s health.
- **Path forward** – **USC** to meet with Al Lippencott to discuss possibility of an independent review.

98-28: M. Croy

- **USC** – Hold, pending 98-25.

98-29: Napkin Department Employees

- **Department Safety Committee** – Will identify safety issues and fix. Capital spending has prevented the fix to the merge. The merge has not been evaluated as a significant risk to warrant spending \$150,000.00 to change. Although it is a risk. **MSC** needs to study to see if its priority needs to be raised relative to other risks. **USC** recommends a task force. Possible to get a variance from OSHA regarding the OSHA required crossover stairs increasing the job hazards.
- **USC** - Being put on hold as a grievance to try to resolve using other methods. **USC** wants to be kept updated regarding progress.

2. Woodlands Pension Issue

L. Reandeau and **J. Hertig** will have a conference call with Richmond to clarify the proposal. Then the original group will be reconvened to discuss the proposal.

3. Work on Personal Floating Holiday

Worker called in to work on PFH because of a critical need by the Mill. Routine penalties applied time + ½ and call times. Issue was paying the PFH and giving another PFH to be taken at a later date. “Draft” Memorandum of Understanding was discussed in order to clear up this issue of how to pay a worker who was called in on a PFH that had already started. The call-in would then be treated similar to a restricted holiday. Obligation is the employees to inform the Clockroom if they are being called in while they are on a PFH. The Company will re-draft the memorandum to reflect employee responsibilities to let the person doing the calling know that they are on a PFH.

4. Viagra

MSC – Response from insurance carriers was that at this time this drug is not covered.

USC – If a Doctor prescribes this drug and insurance does not cover it, then **USC** will pursue.

5. Injury Report Form

MSC – New standardized Fort James form. One change is that the false statement clause is on the front page. (Attached)

USC – Requests that the word “knowingly” be placed in the clause. **USC** wishes to review further.

6. Drug/Alcohol Free Workplace

Re-issue of the '93 policy. Basically unchanged. Complied with Federal Government Contractor Rules. (Attached)

7. Security Checks of Vehicles

MSC – Re-statement of company policy regarding vehicle checks. Driving inside the gates will be open to random or spot checks. The Company’s position is that any vehicle on company property is open to search given cause.

USC – Feels that vehicles are private property and only open to search within the mill gates, consistent with the current agreement. Outside the mill gates proper authorities and search practices must be followed, i.e., search warrant, police, etc. **USC** feels that if specific issues regarding theft are a problem then they should be dealt with immediately.

Separate Issue: The Company is planning to install upgraded cameras with recording capabilities to enable better surveillance capabilities.

8. Mill-wide Vacation Form

The Scheduling Committee is developing a new form that will be a standardized form to be used by all departments. There was a problem at the Woodmill because old forms with incorrect dates were used.

Next Meeting: Wednesday, July 22, 1998

This is a change because Management Standing Committee members will not be available on July 15th.

_____	_____	_____	_____
for the Union	Date	for Management	Date

Attachments.