

STANDING COMMITTEE MEETING MINUTES

June 18, 1997

Present:

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

MSC - Norm Dittrich, Mark Schneider, Frank Walsh, Kathlyn Sweet, Tom McGuigan, Joe Hertig

Agenda:

1. Payroll Issues
 - a) Blue Slip Pay Vs. Compressed Pay For Less Than A 12 Hour Shift
 - b) Weighted Average Vacation Pay
2. Rolled Side Freeze
3. Kraft Mill Freeze
4. 401 (k)
5. Scheduling Maintenance Consecutive Days Off
6. Probationary Period For Journey-Level Maintenance
7. Vacation Scheduling For #3 & #4 PM
8. Compressed Pay For Kraft Mill Utility
9. Kraft Mill Process For Filling Vacancy/Absence/Extra Work
10. Napkin Curtailment
11. Woodmill Vacation Allotment
12. Pension Issue
13. Positions Filled By Labor Pool Employees For More Than 6 Months
14. Grievances: 97-07, 08, 09, 10, 11, 12, 13

1. Payroll Issues

a) It was agreed that the employee is not to be compensated more than would be paid for regular 12 hour compressed pay. Employees affected by the recent power outage will be compensated at blue slip rate for hours worked. Scheduling Committee will discuss this issue and speak with those who enter pay so that this situation will be handled consistently. A break point will be calculated (approx. 10-11 hours) to use in these circumstances.

b) USC voiced concern that vacation pay may not be being calculated correctly, with respect to the weighted average of pay for different positions held during the year. They would like to meet with Payroll to resolve this issue. Mike Huff is the person who programs the payroll system, and he will not be available for several weeks to find out what formula is being used to calculate vacation pay.

2. Rolled Side Freeze

Information is needed from Tim Winn to find out if a new position is going to be added to the progression ladder.

3. Kraft Mill Freeze

USC will not challenge this freeze.

4. 401 (k)

USC requests that the disk be sent to financial institution instead of paper copy. Payroll states that they are sending the disk, along with a hard copy to DPA. USC also requests to obtain copies of past (since 1985) and future 5500 reports. MSC responded that the 5500's will be made available the week of June 23 per Bob Singleton.

Scheduling Maintenance Consecutive Days Off

The Maintenance employee who was being scheduled to work Tuesday through Saturday is no longer working this schedule, so the immediate problem is resolved. The USC and MSC agree to disagree regarding contract interpretation of consecutive days off. USC believes that days off must be consecutive and that Sunday /Monday days off are not consecutive, since they are in two separate weeks.

6. Probationary Period For Journey-Level Maintenance

It was agreed that the probationary period for journey-level maintenance employees is the same as the probationary period for other employees accepting a new position, 60 days.

7. Vacation Scheduling For #3 & #4 PM

#1 (b) from May 21, 1997 Standing Committee minutes is disputed by the USC. Concern was expressed about limiting vacations to two (2) only for MT and BT.

8. Compressed Pay For Kraft Mill Utility

Kraft Mill workers must be scheduled for 5 eight hour days, or scheduled for the 12 hour compressed schedule, but not both in different weeks, per USC.

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

A new petition is posted in the Kraft Mill, which appears to be the previous petition with several deletions. Standing Committee will review after it has been taken down.

10. Napkin Curtailment

There will be a curtailment in the Napkin Department during the week of June 30. Management is asking that employees who still have vacation available use it during this week, to reduce the potential layoff impact to other employees. Layoff status, impact to college and labor pool employees and "bumping" will be uncertain until the level of vacations taken by employees during this period is determined.

11. Woodmill Vacation Allotment

A Woodmill employee was denied vacation, and this decision needs to be reviewed with Carl Lang. Note: A meeting was held with Carl Lang on June 19 and the immediate issue was resolved.

12. Pension Issue

The figures for the former Woodlands employees will be coming next week per Bob Singleton from corporate.

13. Positions Filled By Labor Pool Employees For More Than 6 Months

USC states that these positions must be filled with a permanent employee blue-slipped to the department.

14. Grievances

97-07: Hold until next Standing Committee meeting, depending on review of training plan.

97-08: Settled.

97-09: New policy is being revised by the Shipping and Unitizing group to respond to some of the issues voiced by this grievance.

97-10: This is going to the third step because a satisfactory resolution has not yet been achieved.

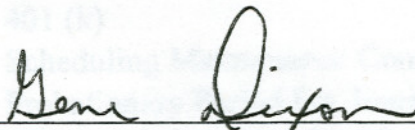
97-11: Hold until next Standing Committee meeting.

97-12: Hold until next Standing Committee meeting.

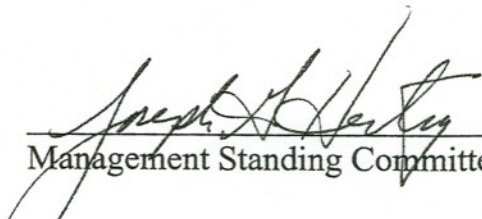
97-13: Hold until next Standing Committee meeting.

Next Meeting:

July 16, 1997 (Third Wednesday) at 10:00 AM.



Union Standing Committee



Management Standing Committee