

STANDING COMMITTEE MINUTES  
JUNE 5, 1991

Those in Attendance; Linda Raynor, Larry Reandeau, George Brajcich, Dave Viera, Jim Cadd, Trisha Norvell, Shelley Prouty, Clay Pillar, Gene Dixon, Barney Wheeler, and Mike Wendling.

Agenda Items:

1. Compressed Night Shift Differential Stock Prep and Core Maker.
2. Filling Vacancies on Overtime.
3. Woodmill Compressed Language Filling Day Jobs.
4. Call Time and Wire Penalties.
5. College Students.
6. Maintenance Helper Selection.
7. 401 K Plan.
8. Meals.
9. Mill Curtailment.
10. Other Items.

Compressed Night Shift Differential Stock Prep. and Core Maker.

The Stock Prep. lead operators and the day Core Makers are working a 12 hour compressed day shift. In order to properly compensate for the night shift differential, these jobs will be paid a differential by averaging one hour graveyard and three hours swing shift over the 12 hour compressed day job. The differential calculates to 16 cents per hour, and will be paid only to the jobs noted here.

Filling Vacancies on Overtime

To be discussed at a future meeting after some guidelines have been developed.

### Woodmill Compressed Language Filling Day Jobs

The Woodmill progression ladders working the compressed schedule are gathering signatures to approve the procedure to be followed when filling day jobs that are in the progression ladders that work compressed.

### Call Time and Wire Time Penalties

Number one and two papermachine crews were scheduled over on their regular scheduled shift for three and one half hours to assist with a clothing change. The crew believed they were entitled call time for staying over in to their day off. The crew was paid clothing time as required under the wire and clothing time section. Subsequent to a formal grievance this is being discussed at the standing committee since it is believed that in the past an additional call time penalty has been paid under these circumstances on the other papermachines. The Company and Union Standing Committee agree on the interpretation of the labor agreement under these conditions. The additional call time penalty is not appropriate since the labor agreement does not allow for the payment of wire time and call time for the same period of work.

### College Students

In normal years we would employ approximately 80 college students for summer relief. Due to the poor business conditions we will be employing approximately 25 college students for the summer. We will select the 25 beginning with the three year students by seniority.

### Maintenance Helper Selection

Revisions to the Helper Selection process will not be made at this time. It seemed appropriate to wait until the mill wide posting process is in effect which will be April 1, 1991. We will review any changes with this committee well in advance of any changes.

### 401 K Plan

Still waiting a response from Richmond on the status of prior years, as to whether the plan qualified. The Union indicated that it may be seeking legal counsel to clarify some questions regarding the plan legalities.

### Meals Tickets

A review of meal cost of the top 10 restaurants used by employees indicates that the current meal allowance is adequate to cover the cost of an average meal. There will be no changes to the meal cost at this time.

A request was made to allow the meal ticket to be redeemable longer than a 30 day period. Also a request to consider issuing a cash voucher at the time the meal ticket is earned.

Mill Curtailment

Reviewed the current status of the mill curtailment which will occur 7/1 through 7/8. The Standing Committee will need to review the work schedules to assist in resolving any seniority problems which could arise from the curtailment.

Other Items

A request has been made to hang bulletin boards in the Box Facial, Toilet Tissue, Household Towel and Napkin Areas to be used to post union information.

The dependent child of Don Benthin will be an eligible dependent for Hospital/ Medical/ Surgical coverage.

There has been a Household Towel Wrapper Operator job that has been open for a six month period and has been filed by a labor pool person. This job must be posted according to the labor agreement.

During the annual mill down the maintenance crews were restricted as to the ability to take vacations. At the same time 3 people were moved up out of the bargaining unit into salary positions. This makes people mad.

The Screen Room Utility is being used to relieve for the Cat job on the chip pile which is in a different progression ladder. We need to review this practice and make assignments according to the labor agreement.

*Mike Wendling*  
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Company Representative

*Linda L. Raynor*  
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Union Representative

cc Standing Committee  
W.S.G.  
Department Heads  
Shop Stewards  
Payroll  
Kay Crist  
Jamie Baker  
Local 1097