STANDING COMMITTEE MEETING MINUTES
July 16, 1997

Present:

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

MSC - Norm Dittrich, Mark Schneider, Kathlyn Sweet, Tom McGuigan, Keith Larson

Agenda:

1. Personal Floating Holidays For New Hires
2. Holiday Pay For July 3 & 4
3. Meal Tickets
4. Kraft Mill Petition
5. Eye Protection-East Side
6. College Hiring Protocol
7. Napkin Curtailment Call-ins
8. Napkin Machine Staffing
9. Pension Issue
10. Call-Time Formula For Formerly Restricted Holidays
11. Woodmill Probation Extension
12. 3, 4 & 5 progression
13. Payroll Issues
    a) Job Analysis
    b) Weighted Average Vacation Pay
14. Call-in Problems
15. Grievances: 97-07, 09, 10, 11, 12, 13, 14, 15, 16

1. Personal Floating Holidays For New Hires

Statement was read that stated new hires were not eligible to use floating holidays until completion of 60 day probationary period, but it was not clear how this policy was derived. **MSC** will research this and report back at next meeting.

2. Holiday Pay For July 3 & 4

Seven employees did not receive holiday pay that didn't work the day before or the day after the holiday. **MSC** agreed that Five of the seven will be paid and that a sixth will be paid if appropriate documentation is received by management.

3. Meal Tickets

USC requests that Nick's be added to the meal ticket program. Ownership of Nick's will contact Kathlyn, and they will be asked to sign a contract prior to adding them to the list. There may be a possibility of adding other restaurants in replacement of those on the current list who have closed.

4. Kraft Mill Petition

Sections (F) and (G) from the former petition have been deleted, and now the petition states that call-ins would be those on their first and fourth days off. **Frank Walsh** will review this latest version and report back.

5. Eye Protection-East Side
The revised rule for employees working on the East Side to wear eye protection with side shields will become effective September 1, 1997. **USC** voiced concerns about how the costs for personal eye exams will be covered. The Steering Group will address this issue.

6. College Hiring Protocol
USC raised a concern about hiring dates of college summer hires. **Kathlyn Sweet** explained the current hiring policy, and outlined reasons for delays in bringing on some students (curtailment, scheduling, hyster training conflicts).

7. Napkin Curtailment Call-ins
USC raised the concern of the lack of consistency in which the call-ins were made during the recent napkin curtailment. **Mark Schneider** and **Kris Keeler** will get resolution on this issue.

8. Napkin Machine Staffing
USC feels that it is a safety hazard if #39 and #44 are run by only one person. Mark states that according to his research, running #39 with one person is <u>not</u> a safety or productivity issue. **USC** agreed that #44 is of more concern.

9. Pension Issue
The figures for the former Woodlands employees service credits have not been received yet from Bob Singleton as promised.

10. Call Time Formula For Formerly Restricted Holidays
This was agreed upon by both the **MSC** and the **USC**. See attached memorandum.

11. Woodmill Probation Extension
Employee's probationary period was over on July 5, 1997. Since the issue was not resolved earlier, the employee will now be blue-slipped to the Woodmill.

12. 3, 4 & 5 Progression
Tim Winn asked this issue to be tabled until all the options are reviewed.

13. Payroll Issues
a) Job Analysis amounts need to be included in vacation pay. Input is needed from Payroll to determine how to accomplish this.
b) Weighted average needs to be used effective with April 1 rate changes, to calculate vacation pay. **MSC** will work with Payroll to get more information on this issue.

14. Call-in Problems
The clockroom prepared a list of May and June's call-ins. The group reviewed the list, and would like to see the list further broken down, such as by departments, by shifts, by day of the week, etc. **MSC** will bring statistics from July to the August meeting to discuss further.

15. Grievances

97-07: **USC** requests that the S.A.C. and the department safety representatives review this issue.

-09: USC withdraws this grievance.

97-10: This has been appealed to the third step.

97-11: This is settled at the second step. **MSC** agreed that Local 1097 be informed of any changes in the vendors or strategy that would alter the current practices, so that they may give input.

97-12: USC withdraws this grievance.

97-13: This issue will be considered in the context of the progression line and revised call-in guidelines will be reviewed at the August meeting.
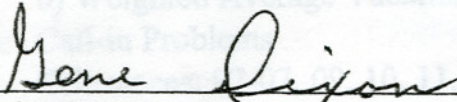
97-14: This has been sent directly to third step.

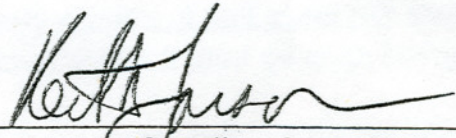**97-15:** This has been sent directly to the third step.

97-16: This has been sent directly to the third step.

Next Meeting:
August 20, 1997 (Third Wednesday) at 10:00 AM.

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Union Standing Committee

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Management Standing Committee

MEMORANDUM OF UNDERSTANDING

The Company and the Union have reached an understanding after "trialing" the following formula for the payment of **Call Time** to employees working on the compressed schedule, and who work on their scheduled day off, (unless covered by exceptions listed in Section 18), on one of the formerly restricted holidays referred to in Section 18, B (1).

1. Independence Day
2. Labor Day
3. Christmas Eve
4. Christmas Day

Call Time for working the formerly restricted periods on a day off will be paid as follows:

Day Shift:	8 hours or less	4 hr. C.T.		
Day Shift:	Full shift (more than 8 hours)	6 hr. C.T.		
Night Shift:	8 hours or less	4 hr. C.T.	-	4 hr. C.T.
Night Shift:	Full shift (more than 8 hours)	6 hr. C.T.	-	4 hr. C.T.

EXAMPLES

Scheduled or called in for Day Shift:

1.	.5 hour to 8 hours	4 hr. C.T.		
2.	8.5 hours to full shift	6 hr. C.T.		

Scheduled or called in for Night Shift:

1.	.5 hour to 8 hours	4 hr. C.T.	-	4 hr. C.T.
2.	8.5 hours to full shift	6 hr. C.T.	-	4 hr. C.T.

Dated this 17th day of July, 1997.

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(For the Company)

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(For the Union)