

## STANDING COMMITTEE MEETING MINUTES

July 22, 1998

### Present:

USC - Claude Weaver, Stuart Potter, George Brajcich, Bill Taylor, Kris Keeler, Larry Reandeau, Gene Dixon

MSC - Keith Larson, Frank Walsh, Dan Hickey, Kathlyn Sweet, Mark Schneider, Tom McGuigan, Aaron Ybarrondo, Joe Hertig (for selected issues)

### Agenda:

1. Grievances: 98-02, 04, 10, 25, 27, 28, 29, 30, 31
2. Maintenance Safety Rule Modification
3. Journey-Level Mechanic Vacancy
4. Mill-Wide Vacation Form
5. Accrued Vacation At Retirement
6. Union 401(k)
7. Absenteeism Policy (1-1-98) Update
8. Vehicle Inspections
9. Video Cameras
10. Pat McDonald For Cami Meadows
11. Overtime Swaps

### 1. Grievances:

98-02, 98-27, 98-30: (C. Slagle)

- ◆ USC: Hold until results of I.M.E are available.

98-04: (B. Lindsley)

- ◆ USC: Withdrawn.

98-10: (P. Pruitt)

- ◆ USC: Settled.

98-25: (D. Duvall)

- ◆ Referred back to second step.
- ◆ USC: Allotment of vacation should be based on mill seniority by progression ladder, and number of people off per progression ladder should not limited to job in progression ladder. USC asks that the company revisit the intent of "allotment" as negotiated in 1974.

98-28: (M. Croy)

- ◆ Tied to 98-25.

98-29: (Napkin Department Employees)

- ◆ Sub-committee to discuss issue; will discuss progress next month.

98-31: (L. Rice)

- ◆ Stuart to work with Joe regarding FMLA issues.

### 2. Maintenance Safety Rule Modification

- ◆ "Tracking of belts" and "coating removal" will be added to safety rules.

### 3. Journey-Level Mechanic Vacancy

- ◆ Company will go outside the mill to fill this position if no one else on posting list is qualified.

### 4. Mill-Wide Vacation Form

- ◆ This form is still in the process of being completed.

### 5. Accrued Vacation At Retirement

- ◆ Draft memo from Joe for clarification
- ◆ USC will consider Memorandum of Agreement, and **Joe** will prepare this for review.

### 6. Union 401(k)

- ◆ **George** to work with Roger Heiser to research P.I.U.M.P.F. plan
- ◆ August 20, 1998 meeting scheduled with Fort James corporate to discuss

### 7. Absenteeism Policy (1-1-98) Update

- ◆ Six-month statistics reviewed
- ◆ One-year figures will be more conclusive

### 8. Vehicle Inspections

- ◆ **MSC**: Company's goal is to prevent inappropriate removal of mill or personal belongings while respecting employees' privacy, rights and dignity
- ◆ **MSC**: Management retains the right to inspect vehicles with "probable cause"
- ◆ **MSC**: Company states that employees who refuse to allow inspection may be subject to disciplinary action, up to and including discharge
- ◆ **USC**: Union is committed to protecting employees' rights in these situations

### 9. Video Cameras

- ◆ Two of the three cameras on-site are operational
- ◆ **USC**: Requests that sign be posted to notify employees that cameras are in use
- ◆ **USC**: Requests a listing of security cameras

### 10. Pat McDonald For Cami Meadows

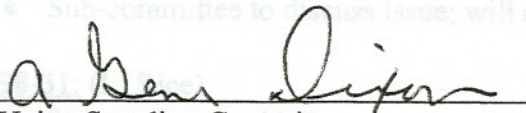
- ◆ 10 week extension approved
- ◆ **USC**: Union concerned about possible shortage of employees; **Keith** will get details

### 11. Overtime Swaps

- ◆ If form (Overtime Swap Form) is completed, then company is not responsible for penalty payments

### Next Meeting:

August 19, 1998 (Third Wednesday) at 10:00 AM.

  
Union Standing Committee

 7-23-98  
Management Standing Committee