

**Standing Committee Meeting Minutes
October 18, 1995**

In attendance:

Joe Hertig, Keith Larson, Scott Solberg, Bob Fehlen, Jim Lepin, Claude Weaver, George Brajcich, Gene Dixon, and Kris Keeler.

Items discussed:

1. Meal Tickets
2. Tissue Machines - 12 Day Move-up for Vacations
3. Permanent Disability - 2
4. Temporary Disability - 1
5. Vacation Sign-up Request Form
6. Extra Work Assignment Form
7. Relief Supervisor Set-up
8. Call-ins for Specific Work
9. Meeting Day for Standing Committee Meetings
10. Disability Authorization
11. Contract Proof Reading
12. Worker's Comp. Claim
13. Grievance #94-43 Resolution
14. Grievance #95-18
15. Grievance #95-05 & 06 Resolutions
16. Scheduling Committee Meetings
17. Floating Holidays One-Hour At-A-Time
18. Day-off to Day-off Vacation Changes
19. Job Posting Clarification
20. Grievances 95-23, 24, 25, 26, 27, 28, & 29

1. Meal Tickets -

Company Standing Committee is asking for a change in Meal Ticket Policy. Requesting change to eliminate some administrative time. Paying cash is not a good idea because of amount of cash needed to be kept in the Clockroom. There is also a security issue. Request that we remove the cash option and add the amount to their check or take ticket (only good options).

The letter from Beth Colby has caused some concerns that management is making changes without consulting the Union. This was not the Company's intent.

The meal ticket issue is going to come up again when we discuss their value.

Removing the cash payment cannot be accomplished without consulting the Negotiating Committee. Employees are due the cash and it's in the contract. Company has proposed language that needs to be considered. Union is not comfortable with telling the membership that these negotiated benefits are being taken/negotiated away.

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There is agreement that cash payments may not work as anticipated. The Union requested that these things not be written/distributed before actual discussions take place.

Can we defer cash payments until issue is resolved?

Union would like the company to consider increasing the value of tickets in lieu of cash payments; ~ 50 cents.

RESOLUTION: We will defer cash payments until the Standing Committee can reach consensus.

2. 12 Day Move-Ups - Tissue Machines -

Crew is proposing that the job classification of an employee on days off be changed to reflect the job classification of the job they will move-up to the next tour (see attachments).

Union Standing Committee doesn't see any problem with this. It's already the practice on #5 PM. Do need the majority of the crew to support doing this.

RESOLUTION: Crew should vote on this. USC wants to see the results and proposed language.

3. Permanent Disability -

2 employees have been permanently disabled. CSC is notifying USC that they will be officially terminated and their jobs posted.

RESOLUTION: The Insurance Committee will review the records and notify CSC is there is a problem.

4. Temporary Disability -

An employee in the Lab Quality Analyst position will leave for surgery and be off for 6-8 weeks. Need to replace this employee.

RESOLUTION: Should look at people who are ADA qualified first. If you have to go to Labor Pool to fill, then use seniority to select the replacement.

5. Revised Vacation Sign-Up Form - (attached)

The form communicates to employees the obligation to decline offers for work if called while on vacation. The message is that employee will not get paid if they come in without proper "approvals". Company has responsibility to not call, hold over, or schedule people to work while on vacation. It is recognized that there may be times that employees will need to work into a vacation period. The intent is what is important.

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PATHFORWARD: Implement for one (1) year and check to see if it's working. Will use this one standard form millwide.

6. Extra Work Assignment Form -

The Clockroom maintains a list of people who desire "extra" work. The sign-up list gets old and out of date. We need to develop a form that is renewable on a regular basis. Employee would be responsible to update his/her form.

CSC Proposes: Employees sign up for extra work on a quarterly basis. At the end of the three (3) months time, their request is terminated, unless it has been renewed. The employee can still remove his/her name at anytime.

PATHFORWARD: CSC will draft a proposal for next Standing Committee Meeting.

7. Relief Supervisor Set-Up -

Presently, when wage employees are set-up, they are set-up for the whole week. Things can happen that eliminate the need for a relief supervisor for that day or remainder of the week. Would like the USC to consider language that would allow set-up/move-down flexibility.

USC believes that normally a person can be scheduled in a way that gives flexibility. The "emergencies" are the exception. If schedule is up the whole week, then set-up for the whole week.

Maintenance: Would like to have some flexibility in using the set-up person on his/her tools as needed. We need to develop a process that allows flexibility, but does not create a weekend overtime issue for employees.

USC would be willing to consider a Company proposal. Present agreement seems very workable, but will look at the alternative.

8. Call-Ins for Specific Work -

USC would like to meet with Converting Shop Stewards and management to discuss & interpret the alternatives in this issue. Anytime a person is called in there needs to be a reasonable expectation that he will be working that job. There are exceptions.

PATHFORWARD: USC will schedule the meeting in the next few weeks.

9. Meeting Day for Standing Committee Meetings -

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Options are - Tuesday's 12:00 - 3:30 p.m.; any Monday; or 4th Wednesday of each month. The current Standing Committee Meeting date, 3rd Wednesday of each month, coincides best with Union Meetings.

USC will discuss switching to first Wednesday of each month.

10. Disability Authorization -

Would like to allow Nurse Practitioners to disable employees for a limited period of time. Want to expand current level of access to persons capable of rendering this authorization. This would be a service to employees. Look at broadening language in the contract for a short period of time (i.e., one year) and re-evaluate. This deals with S&A cases only!

PATHFORWARD: CSC will draw up a proposed memorandum.

11. Contract Proof Reading -

Need a sub-committee put together to proof and correct the contract language. Do it jointly.

PATHFORWARD: Joe Hertig to schedule the Committee Meeting.

12. Worker's Compensation Claim -

Employee had a back claim one year ago. Employees are being asked questions by their supervisor - are concerned about Company's motive.

Another employee is ready to come back to work (waiting 2 months). Can't get appointments necessary to get started on therapy and come back.

PATHFORWARD: Insurance Committee will convene to discuss issues like these.

13. Grievance 94-43 Resolution -

Grievance will be paid. USC will find out how much is due the employee

14. Grievance 95-18 -

Union will meet with the employee and discuss concerns over his behavior then review findings with Norm Dittrich. Need to schedule the meeting and get going.

15. Grievances 95-05 & 06 Resolution -

Resolved - will go back to first step.

16. Scheduling Committee Meetings -

USC requests that the Scheduling Committee get back together and continue to review the numerous common scheduling issues that need to be addressed. Made commitment to keep this committee active during negotiations.

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Will follow up at the next meeting.

17. Floating Holidays One-Hour at a Time -

The membership sees numerous problems with being able to get a one hour "floater". Company is not granting time off it requires penalty pay. Company does allow people time off without pay if he makes his own arrangements, but he is not compensated.

USC - would like to refer to the SAC to recommend a plan and develop

If the request is "cost neutral" the floater should be granted. Understanding is that we should grant time off now, the same way we did in the past. Supervisors must still approve the time off/swap.

A crew was scheduled to work on day off to assist crew in shutting down the machine

18. Day-Off to Day-Off Vacation Changes -

USC has agreed to change vacation from day-off to day-off to schedule seven consecutive days off because of special situations like curtailment. Employees are expected to take vacations day-off to day-off otherwise.

USC expressed concern when it comes to assigning

19. Job Posting Clarification -

When posting for a single job, the Company cannot show 2 people. Job must be re-posted for second position.

light in on days off to assist in machine shut-down and paid

A job posting is different from our yearly "anticipated opening" postings.

normally done - then it would be okay. But this is not past practice.

20. Grievances

95-23 & 24:

USC will respond at the next meeting.

CSC there's an issue related to grievance 95-24: If a person is properly trained there shouldn't be any restrictions on who should operate what equipment. CSC doesn't see anything wrong with qualified employees using equipment in their area, i.e., Converting can use sweeper in Converting, etc.

CSC - Does being on compressed mean that a crew's scheduled days off are set for the

95-25:

CSC - One foreman was filling in for another. Waiting for belting to arrive. Thought the job would go into the night. Some of the crew sent home, so they could come back in later to finish the job. Foreman kept one of his crew over to assist the remaining crew. Job was completed early. Crew was sent home and was not needed to come back in early.

at next week?

USC - an employee was called in, not held over. Why him? Tue., Wed., Thur., Fri., then Mon., Sat., Sun. are the scheduled days off for that week. "A" crew worked their day off

CSC - we need to get together with the parties and get the facts straight.

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Will follow up at the next meeting.

95-28:

Defer until future date.

95 - 26:

USC Will respond at the next meeting. November 15, 1995 at 10:00 a.m.

95-27:

USC - would like to refer to the SAC to recommend solution and develop procedures/policies.

95-29:

"A" crew was scheduled to work on day off to assist crew in shutting down the machine. Supervisor told to pay them as though it was scheduled work day. Page 12, Section 16, of language referred to by Company as reason for paying differently.

USC - 7 day rotation is different from compressed schedule when it comes to assigning days off.

USC is asking that the Company doesn't change schedule just to fit their needs. The second crew is always brought in on days off to assist in machine shut-down and paid accordingly. In this situation the Company did it differently. If Company, out of goodness of their heart, brought the crew in to avoid them losing days of pay and was not normally done - then it would be okay. But this is not past practice.

CSC - How do we factor in the fact that we saw opportunities to reduce cost and not short change a crew's pay?

USC - Crew did come in on their days off and should be paid accordingly. Those days off were established by the compressed schedule for that week.

CSC - Does being on compressed mean that a crew's scheduled days off are set for the next year?

USC - No for that week only.

CSC - We posted a new schedule Friday night, doesn't that schedule establish days off for that next week?

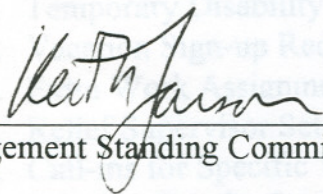
USC - On compressed schedule, if you're scheduled to work Tue., Wed., Thur., Fri., then Mon., Sat., Sun, are the scheduled days off for that week. "A" crew worked their day off and should be paid overtime for entire time.

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95-28:

Defer until future date.

The next meeting will be Wednesday, November 15, 1995 at 10:00 a.m.



Management Standing Committee



Union Standing Committee