

STANDING COMMITTEE MEETING MINUTES

October 21, 1998

Present:

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

MSC – Keith Larson, Tom McGuigan, Mark Schneider, Dan Hickey

Agenda:

1. Grievances: 98-02, 98-25, 98-27, 98-29, 98-30, 98-32, 98-35, 98-36, 98-37, 98-38, 98-39, 98-40, 98-41, 98-42.
2. Job Bidding Memorandum of Understanding
3. Travel Pay
4. Fort James 401(k) Plan Changes
5. Shipping Days Off
6. IRRRA Conference
7. #10 Rewinder Staffing
8. Dave Lund Time Extension on #3&4 Paper Machine

1. Grievances:

98-02, 98-27 & 98-30: C. Slagle - RE: S&A Benefits, Work & Seniority

- **USC** - To be held timely for resolution by **J. Hertig** and **G. Dixon**.

98-25 D. Duvall & 98-28 M. Croy: Vacation Allotments

- **MSC** – **Keith** followed up with **Bob Lawton**. His recollection was that discussions at negotiations did not involve vacation allotments or management right to schedule vacations.
- **USC** – Once allotment is determined, then vacations must be granted based on an individual's seniority.
- The continuing issue remains the definition of allotment, i.e., allotment by progression ladder or be positions within a given progression ladder.
- **USC** – Restricting the number of Machine Tenders and/or Back Tenders discriminates against senior people because there are no restrictions on Winder Operators for example.
- **MSC** – The primary objective continues to be maintaining operating efficiency during high vacation periods.
- **USC** – Requests meeting with **D. Campbell**, **A. Grantham**, **M. Schneider**, and **S. Beckstrom** to discuss the above.
- **MSC** – **Keith** will arrange this meeting.

98-29: Napkin Department – EOS Safety

- USC – Management has added several eyes in the crossover area, and this hasn't worked well – has created jams.
- MSC – Original issue was around the whole mainline and that Management was not addressing the issue. Some of the implemented recommendations from the Core Committee may not be working out. More follow-up work needed.

98-32: M. Mitchell – Insurance Benefits

- Keith will arrange a phone call with Gene and Noreen Cleary to discuss the appropriateness of the current appeals process.

98-35: 3, 4 & 5 T.T. Crew – Re: Progression Line Issues

- USC – The memo dated 9/30/98 accurately captures the agreement reached in the meeting.
 1. One concern is amount of Operator training (4 hours?) given to employees prior to working on the robot. Not sure this is enough.
 2. The Vacation Allotment should be granted to the two separate progression ladders rather than as detailed in Tim's memo dated 9/30/98. The procedures detailed for the split ladder in 3,4&5 are typical for permanent move-ups in split ladders throughout the Mill.
- USC – would view the grievance closed pending decision on the Vacation Allotment as per contract.

98-36: D. White – Written Reprimand

- Settled at 1st Step.

98-37: D. Casper – Written Reprimand

- USC – Requests more info on FMLA calculation and absenteeism.
- MSC – Waiting for Worker's Comp determination.

98-38: D. Casper – Written Reprimand

- USC – Requests that reprimand be reduced to letter of discussion.

98-39: D. Hall – C.T. for being called at home for information on an injury.

- USC – Questions reasons for calling employee while on vacation, stating she gave all pertinent information was given to R. Hynen prior to leaving for vacation.
- MSC – Will obtain a copy of the information provided before leaving on vacation and the additional information ascertained during the telephone conversation with Tim Winn.

98-40: D. Heubert – C.T. for being called at home for information on an injury.

- USC – Withdrawn

98-41: L. Raynor – S&A Benefits

- USC – Should be similar to Adult Nurse Practitioner. If insurance covers treatment then we should consider disability for a limited period on time i.e. 2 weeks.

98-42: S. Sorenson – C.T. for working a Floating Holiday.

- Sent back to 1st Step for resolution.

2. Job Bidding Memorandum of Understanding

- Memorandum of Understanding signed.

3. Travel Pay

- **Keith** will draft a policy for travel pay and review at the next meeting.

4. Fort James 401(k) Plan Changes

- **Keith Larson** reviewed changes to the Fort James 401(k) Program for employees covered by a collective bargaining agreement. Effective 1/1/99:
 3. Employees may contribute up to 15% pre tax.
 4. Company will continue to match at \$.60 on the dollar up to the first 6% of pay saved by the employee.
 5. Immediate vesting.
 6. New investment options. Employees can invest in one or a combination of funds in 1% increments.
 7. New record keeper – Northern Trust
- Per **USC** recommendation information on the changes will be distributed to all hourly employees via company mail.

5. Shipping Days Off

- **Claude** will check unitizing vote with **Norm Dittrich** and **Cami Meadows**.

5. IRRA Conference

- The conference will be attended by a joint Union – Management delegation on November 19th. The topic of the conference is Dealing with Workplace Violence.

5. #10 Rewinder Staffing

- Will form a subcommittee to deal with issues, then review with full Standing Committee.

5. Dave Lund to 3&4 Paper Machines

- **Bill Taylor** will talk with Dave regarding his coverage for Tanya Smith – O.K. if he agrees.

Next Meeting: Wednesday, November 18, 1998

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for the Union	Date	for Management	Date

Attachments