

# **STANDING COMMITTEE MEETING MINUTES**

**November 18, 1998**

## **Present:**

**USC** – George Brajcich, Larry Reandeau, Stuart Potter, Claude Weaver, Bill Taylor, Kris Keeler  
**MSC** – Keith Larson, Joe Hertig, Tom McGuigan, Mark Schneider, Frank Walsh

## **Agenda:**

1. Grievances: 98-02, 98-25, 98-27, 98-28, 98-29, 98-30, 98-32, 98-37, 98-38, 98-39, 98-41, 98-42.
2. Seat Belt Policy
3. Eye protection Policy
4. East-side P.P.E. Exceptions for Down Days
5. 1&2 Paper Machine Crew Freeze
6. Hourly Travel Pay Principles.
7. Thanksgiving Holiday Schedule
8. Drug & Alcohol Policy
9. Woodmill Changes
10. Oiler Testing
11. Restaurants
12. Labor Pool Employees (Ref. Item 8 of 10/21/98 meeting)
13. Seniority Lists
14. Overtime in Shipping
15. Salary Relief Access to Sensitive Information
16. Vacation Qualifying Hours

## **1. Grievances:**

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

- **C. Slagle, J. Hertig** and **G. Dixon** are working on back pay issues.
- **USC** requests vacation hours to be calculated to determine eligibility for vacation pay and floating holidays A.S.A.P.

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

- **A. Grantham, S. Beckstrom, K. Larson, D. Campbell,** and **M. Schneider** to meet to discuss this issue.

### **98-29: Napkin Department – EOS Safety**

- Subgroup working on mainline safety - ideas implemented. 2 or 3 of the ideas caused other problems and are being removed. There are still periodic jams but the situation is improved. Grievance is resolved/settled.

### **98-32: M. Mitchell – Insurance Benefits**

- **MSC** - submitted an explanation from **Noreen Cleary** reviewing appeals process. **MSC** response is unchanged.
- **USC** is moving to 3<sup>rd</sup> step.

**98-37: D. Casper – Written Reprimand**

- FMLA was exhausted. Employee will have to work some hours, i.e. 1250 hours (Federal Regulation) before FMLA is reconstituted. W.C. eligibility will be reviewed.
- USC wishes to keep active until a worker's comp case, which has some bearing on this case, is settled. W.C. hearing is scheduled for January 10, 1999.

**98-38: D. Casper – Written Reprimand**

- MSC - stands on written reprimand.
- USC - withdraws grievance.

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

- Employee was injured on last night shift. She filled out a minor injury report, then saw a doctor and was issued an antibiotic. Two personnel were called at home. D. Hall was on vacation. Because the minor injury turned into a recordable the original injury report needed to be upgraded.

**98-41: L. Raynor – S&A Benefits**

- MSC - Discussion - following a one-year trial we allowed ANP's, who work under a MD or Osteopath, to disable employees for up to two weeks. If the employee needed to be disabled longer than two weeks, then a MD or Osteopath would need to disable the worker. MSC does not wish to extend this to Naturopaths.
- USC - Disabling order from a Naturopath is recognized by FMLA, but not by S&A benefits. The definition for eligibility of S&A only includes MD's or Osteopaths. K. Larson to research the sequence of events. In the future it would be helpful to understand which types of Dr.'s can provide covered care.

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

- Sent back to 1<sup>st</sup> step and resolved.

**2. Seat Belt Policy (see attachment)**

- Exemption proposals should go to Department safety meeting then to SAC for discussions.

**3. Eye Protection Policy (see attachment)**

- Exemptions to be developed by area or conditions per above process.

**4. East-side P.P.E. Exceptions for Down Days(see attachment)**

- Exemptions to be developed by area or conditions per above process.

**5. 1&2 Paper Machines Crew Freeze (see attachment)**

- Proposal submitted by 1&2 Paper Machines personnel. J. Hertig to follow up with N. Nicholson.

**6. Hourly Travel Pay Principles (see attachment)**

- Approved by Joint Standing Committee.

**7. Thanksgiving Converting Holiday Schedule**

- Rolled side running full (see attached).
- Napkin/Box Facial curtailments have been communicated to crews.

**8. Drug & Alcohol Policy**

- Re-statement of existing policies re-issued on Fort James letter head. Four (4) meetings have been held with supervisors to review policies and ensure there is uniform understanding. MSC requests USC review the documents for consistency with previous documents.

**9. Woodmill Changes**

- Need to process more logs and have a staff reduction. Possible to reduce night shift chip testing and use the people to run 4-10's in the log yard to run more logs. Currently there are no 4-10 shifts in the Mill. There is an old 4-10 policy from Box Facial that will be reviewed. Quorum of Standing Committee to meet with Carl Lang to discuss plans.

**10. Oiler Testing**

- 2 year program for training Oilers uses 14 training modules. Management expectation is that trainee is to complete all 14 modules with tests, then take and pass a final. Wording in contract does not require the modules to be completed, only that the employee passes the final.
- USC - does not agree with language change. Modifications will be made to final test.

**11. Restaurants**

- A nomination list will be posted so that employees can request new restaurants be added to the Meal Tickets. Spending history will be reviewed. Results will be brought to the next Standing Committee Meeting.

**12. Labor Pool Employees**

- It was clarified that Labor Pool employees do not have the option to work or not work in any particular department or area. A Labor Pool employee's option is to successfully bid out of the Labor Pool.

**13. Seniority Lists**

- USC requests a copy of the current mill-wide seniority list.

**14. Overtime in Shipping**

- USC - feeling that O.T. is on the rise in Shipping following the cut back. No specific data, but requests that MSC look into this.

**15. Salary Relief Access to Sensitive Information**

- USC - has some concerns in regard to hourly employees who are set up for salaried positions, and their ability to access confidential information.

**16. Vacation Qualifying Hours**

- USC - In the case of donated vacations wages, taxes and qualifying time go to the person who gets the vacation.
- MSC - Will study and respond

*Next Meeting: Wednesday, December 16, 1998*

\_\_\_\_\_ for the Union

\_\_\_\_\_ Date

\_\_\_\_\_ for Management

\_\_\_\_\_ Date