

## STANDING COMMITTEE MEETING MINUTES

December 18, 1996

### Present:

**USC** - Bill Taylor, Dan Duvall, Claude Weaver, Gene Dixon, Bob Sullivan, Kris Keeler, George Brajcich

**MSC** - Keith Larson, Norm Dittrich, Kathlyn Sweet, Jim Lepin, Frank Walsh, Mark Schneider

### Agenda:

1. Meal Ticket Restaurant Changes
2. Job Postings
3. Converting Smoking Petition
4. Call Time For College Pool
5. Lateral Moves
6. Seniority List
7. Napkin/Box Facial Training And Reorganization
8. Grievances: 96-17; 18; 24; 25; 26

#### 1. Meal Ticket Restaurant Changes

The Restaurant, Figaro's and Big Creek are closed, so they will be deleted from the list. Subway, Knappa Market and El Rancho will be added in their place, after they have signed our agreement.

#### 2. Job Postings

The contract will be modified with a memorandum of agreement that states that employees will be able to bid on job postings 2 times in a rolling 12 month period. The 6 month restriction will be lifted.

#### 3. Converting Smoking Petition

It was suggested that there be no changes in the smoking policy, but that the smoking areas be reviewed to make sure they are in an appropriate area of the mill. The chewing policy was not reviewed at the shop stewards meeting, but this policy should be reviewed by safety groups and/or individual departments. Smoking privileges are included in the contract, but chewing policies are not covered.

#### 4. Call Time For College Pool

**MSC** stated that call time is not paid to college pool employees due to the need for flexibility in scheduling, and also because of the fact that the company provides a job that already provides excellent compensation for college students. **USC** stated concern that college students may get called in before regular employees due to the fact that the company pays the college students 75% of the blue slip rate, and the students would not be paid call time. **MSC** agreed that regular employees should be called in first, and college students should only be used as a last resort. **Bill** will draft an agreement and bring to Standing Committee for review and approval. It should be communicated to college students and the Payroll Department that the college pool workers do not receive call time pay.

## 5. Lateral Moves

The year is up on the "trial" policy, and needs to be reviewed. Different progression ladders may have different lateral move rules. The policy needs to be reviewed by each department or progression ladder. The difference in pay may be substantial in some ladders, but a "blanket" policy for all of Converting is not desired. **Kay Crist, Kris, Claude and John Melink** will form a group to explore this issue, and report back.

## 6. Seniority List

**Kathlyn** distributed the annual seniority list to **USC**. **Dan** will review and report back if there are any problems with the list.

## 7. Napkin/Box Facial Training And Reorganization

Future training will be on a straight time basis vs. overtime. Training will be focused first on the annex, then adjusters. Organization changes will be completed the week of January 6, 1997. Crew meetings are being held to outline and review how the changes will impact people and operations.

## 8. Grievances

96-17: L. Mathre: Per **MSC**-For maintenance only: "if overtime is necessary on shift, it will be assigned where it occurs and employees will not be moved from one shift to another to shift overtime." **Jim** will submit to schedulers after minutes are completed.

96-18: B. Lempea: Converting will use relief on-shift foreman if no overtime is involved. If overtime is involved, then the relief foreman on days off will be utilized. **USC** said that this settles the grievance.

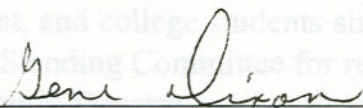
96-24: Resolved at first step.

96-25: M. Bouse: **MSC** will meet to discuss this grievance. Scheduling guidelines need to be clarified.

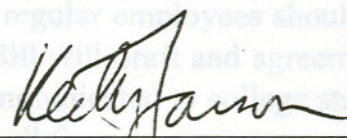
96-26: M. Nicholson: There was some confusion over Nicholson, because there was more than one Nicholson on the list, and he did not get called. Management ended up shutting down the machine; no one was displaced and no overtime was paid. Management will correct the call list to distinguish among the Nicholson's.

## Next Meeting:

January 15, 1997 (Third Wednesday) at 10:00 AM.



Union Standing Committee



Management Standing Committee