

Standing Committee Minutes
December 21, 1994

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will be given

STANDING COMMITTEE MINUTES

DECEMBER 21, 1994

2. BID TRANSFERS: TIME LIMIT FOR EMPLOYEES TO RESPOND

Present were Gene Dixon, Jim Lepin, Doug Campbell, Claude Weaver, Ken Green, Billy Taylor, Kris Keeler, Tim Winn, Bob Sullivan, Joe Hertig, Bob Fehlen, George Brajcich and Shelley Prouty.

ITEMS DISCUSSED:

1. Meal tickets - value survey and restaurant list
2. Bid transfers - time limit for employees to respond
3. Bid transfer - 10% wage reduction; special case
4. One time bump
5. Guard shack
6. Job elimination & pay rate retention
7. Payroll system
8. Grievance 94-41, 42, 43 - schedule during week with a holiday
9. Grievance 94-51, Supervisor doing bargaining unit work
10. Grievance 94-52, Call time
11. Grievance 94-55, 56, 57, 58 & 63, Contracting out
12. Grievance 94-59, progression ladder junior person not working while senior person was laid off
13. Grievance 94-61, Unitizing vs. shipping loading pulp
14. Grievance 94-62, Compressed rate of pay, assigned to a task that normally worked 8 hours

1. MEAL TICKETS - VALUE SURVEY AND RESTAURANT LIST

Management conducted a survey of the top 10 establishments used by employees to redeem their meal tickets. The average meal cost was \$7.40; however, the meal ticket value will not be raised from its current \$7.25. A \$0.50 increase is needed before an increase is made in the meal ticket.

The Union Standing Committee (USC) will respond later regarding the meal ticket value. They are still

reviewing employee feedback to determine if they want to change the restaurant list. Any changes to be made will be given at the January meeting.

2. BID TRANSFERS; TIME LIMIT FOR EMPLOYEES TO RESPOND

The joint committee agreed that for regular bids/transfers, the employee has 8 days from the date the department contacts them to ask if they want to take the bid to respond to that department.

Other discussion: The USC requested that Management grant grandfather rights in the situations where it's announced that a certain job is going to be eliminated and the employee decides to take a bid in another department based on that information. After the employee blue slips to the new department, the business changes and the job is not eliminated after all.

The Management Committee (MSC) understood the Union's request and concern, but did not see a way to develop a system to accomplish this that would be manageable. There is already a mechanism in place to give employees grandfather rights - when the job is eliminated.

The USC requested that the Standing Committee be notified of job eliminations before it is announced to the affected employees/department. They also suggested that their committee work on a proposed process to achieve their objective and present it to the joint committee at the January meeting.

Specific management objections/concerns:

- * Timing issues
- * Complexity of managing
- * Clear definition of what is meant by "notification that a job's going to be eliminated" that would start this process
- * Management has been working diligently to communicate frequently and in a timely manner with employees, which sometimes means that the decisions will change with further research and feedback

3. ONE TIME BUMP

Local 1097 members have voted to approve the one time bump proposal. Management and the Union will work together to get the process started as soon as possible.

4. BID TRANSFER; 10% WAGE REDUCTION, SPECIAL CASE

An employee was told that his job was going to be eliminated, so he bid out based on that information. During his probationary period in the new department his former department determined that his job would NOT be eliminated and the employee elected to return to his blue slip job. The USC requested that in this situation the 10% that his wages were reduced during the probationary period (as per the labor agreement) be paid to him. The MSC agreed because of the facts of this particular situation.

5. GUARD STATION

The USC is concerned that the new placement of the guard station will back up traffic to a point that it might make some employees late for work.

Management will address that particular concern if it becomes an issue; but they currently don't believe it will. Those who park inside the mill itself - not the main parking lots - will have special permits that will be visible to the guard. Those vehicles will be the ones that will be subject to search. A written protocol for the guards to follow is being developed; none have been finalized yet.

The USC requested that the final plans be reviewed with them before being implemented. Management agreed.

Management also recognizes that we have to train people which sometimes requires hands on demonstration. The MSC wanted to make it very clear that management expects our supervisors to respect the contract and not go out planning to do bargaining unit work.

6. JOB ELIMINATION - REQUEST FOR RATE RETENTION

The USC asked if management would agree to allow employees in top positions of progression ladders whose jobs are eliminated to retain their rate of pay.

Management has no plans for job rate retention at this time.

7. PAYROLL SYSTEM

The computer system that will give employees access to their own pay information is very simple to use; each screen tells the user what key to press to do different functions. Any terminal that is connected to the network will be able to access this program.

Converting is not yet on the network, but are expected to be in March. At that time, terminals will be placed in Converting to allow easy access for employees. In the meantime, there will be a terminal in the HR clock alley for employees to use. For more information, call Beth Colby at 3217.

8. GRIEVANCE 94-41, 42, 43 - SCHEDULE DURING HOLIDAY WEEK

The MSC owes the union a response.

9. GRIEVANCE 94-51; SUPERVISOR DOING BARGAINING UNIT WORK

The particular facts of this grievance are somewhat unclear as to exactly what was done and why.

Management recognizes that supervisors are not here to do bargaining unit work. The contract does provide for that kind of work to be performed in certain circumstances - spontaneous events, issues that crop up from time to time. Management also recognizes that we have to train people which sometimes requires hands on demonstration. The MSC wanted to make it very clear that management expects our supervisors to respect the contract and not go out planning to do bargaining unit work.

The USC will respond later.

10. GRIEVANCE 94-52; CALL TIME

Management's answer as stated in the November standing committee minutes still stands. The call time will not be paid.

11. GRIEVANCES 94-55, 56, 57, 58 & 63 - CONTRACTING OUT

The USC requested a meeting with the Mechanics Committee, Charly Warren, Bob Fehlen, Jim Cadd and Randy McEwen to really talk through the issues and gain a common understanding of the issues and management's intentions.

The MSC agreed to schedule that meeting.

12. GRIEVANCE 94-59; PROGRESSION LADDER JUNIOR EMPLOYEE WORKING WHILE SENIOR EMPLOYEE WAS LAID OFF

Converting management at the start of the shift determined that there was one too many people scheduled for the work that they had to do. Another Converting progression ladder was short one person, so they moved the "extra" person over to the other progression ladder (where she was blue slipped) rather than sending her home. Neither committee took issue to that practice. However, in this particular situation there was an employee who is progression-ladder senior to the employee who worked on layoff. Therefore, his seniority and blue slip rights were violated.

The employee will be made whole.

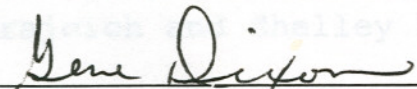
13. GRIEVANCE 94-61, UNITIZING VS. SHIPPING LOADING PULP

The USC needs more information before this grievance can be discussed further - will discuss at January meeting.

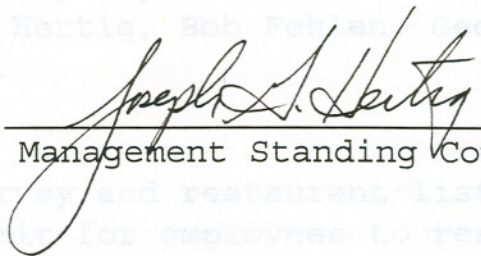
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14. GRIEVANCE 94-62, COMPRESSED PAY RATE WHEN ASSIGNED
TASKS NORMALLY DONE ON 8 HOUR SHIFTS

The USC needs more information before this grievance can be discussed further - will discuss at the January meeting.



Union Standing Committee



Management Standing Committee

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