

STANDING COMMITTEE MEETING MINUTES

February 16, 2000

Present:

USC – Roland Lee, Dan Duvall, Larry Reandeau, Bill Taylor, George Brajcich, Mike Bouse
MSC – Keith Larson, Joe Hertig, Shawn Wood, Frank Walsh, Scott Beckstrom

Agenda:

1. Grievances: 00-02, 00-03
2. Groundwood Closure Update
3. Hire Date Issue
4. #3 Demolition Work
5. Military Leave/Vacation
6. Grandfather Rights to MSG
7. MSG – Relief Crane Operators – O.T. Assignment Policies
8. Meal Tickets
9. Steam Plant On-Shift Move-Ups
10. 401(k) Letter
11. Respiratory Protection Requirements for #1,2&5 Paper Machines Employees

1. Grievances:

00-02: Maintenance Work Done by Outside Contractors

- **USC** – Withdrawing grievance because the work was done by the P.U.D., the work was signed off by the crew and Maintenance Committee, and Fort James did not pay for this. **USC** wishes to point out that work should be done by Union employees and wants to point that out to the P.U.D.
- **MSC** – The Union is welcome to express their wishes to the P.U.D., but the Company will not join in.

00-03: J. Dewitt – O.T. Pay for Schedule Changes

- **MSC** – Believes he was paid properly, but agrees that it was an undesirable schedule.
- **USC** – Employee is a day worker. He was scheduled to work Wednesday and Thursday nights. Error was made in paying Thursday Call Time. Thursday night's cancellation constitutes a failure to provide work, which entitles grievant to a Call Time. Friday constitutes a third schedule change, which entitles him to a Call Time.
- **MSC** – There were 2 schedule changes, 1 to work Wednesday and Thursday nights, and the second to cancel Thursday night, and instead to come in Friday. There is no penalty for failure to provide work on Thursday night.
- **USC** – Proposes to leave the Thursday Call Time as is, and pay 4 hours for Friday.
- **MSC** – Agreed to pay 4 hours of straight time pay in settlement of this grievance.

2. Groundwood Closure Update

- **MSC** – One individual has not made choice yet. Labor Pool should increase to 85 – 87 people. Blue Slipping of people into new jobs will be dated February 14, 2000. Rate retention will impact approximately 100 people. Postings went up for positions that were on hold.

3. Hire Date Issue:

- MSC – An employee has petitioned several times for a retroactive Mill hire date. The employee was hired in August 22, 1977, but then was terminated and subsequently rehired on September 24, 1977 and began a new probationary period. The contract is clear that September 24, 1977 is the correct hire date.
- USC – Agreed.

4. #3 Demolition Work

- USC – Green Bay Engineers who are in charge of coordinating the demolition work on #3 Paper Machine are requested to use Union Labor.
- MSC – Will pass on the concern.

5. Military Leave/Vacation

- USC – At this time the contract does not allow an employee to take vacations in one-day increments as requested by the employee. There is an agenda item to discuss this.

6. Grandfather Rights to MSG

- JSC – Agreed that Brian Brace has Grandfather Rights back to MSG.

7. MSG – Relief Crane Operators – Clarification

- Call-in policy – O.T. – Several questions outstanding. A group will get together to review proposed O.T. call-in policy with MSG.

8. Meal Tickets

- Rosie’s is closed, Bundy’s appealed, Sister’s was sold, Cornerstone in Rainier is requesting that they be allowed to participate in the program. Will substitute Barb’s Country Kitchen for Sister’s, and Cornerstone for Rosie’s. Will send a letter to Bundy’s to reapply later in the year.

9. Steam Plant On-Shift Move-Ups

- MSC – Thinks the policy is O.K. with some clarification. Last sentence wording needs some work. Both Company and Union want some more information.

10. 401(k) Letter

- MSC believes the 401(k) letters were sent to bargaining unit employees by mistake. MSC will investigate.

11. Respiratory Protection Requirements for #1,2&5 Paper Machines Employees

- As a result of the Corporate cellulose dust studies on the paper machines, cartridge type respirators and/or face masks will be required for certain tasks on #1,2&5 Paper Machines and employees will need to be incorporated into the respiratory protection program. All Paper Machines employees will receive an explanatory letter.

Next Meeting: Wednesday March 22, 2000

for the Union

Date

for Management

Date