

Standing Committee  
April 20, 2011

**USC:** Ken Enneberg, Curt Ollilla, Bill Kerr, Paul Burgher, Mike Rochon

**MSC:** Erik Wilson, Ron Kramer, Chad Davis, Shawn Wood, Frank Walsh

**Grievances:**

**10-45: Wage Rate Retention, 10-48: Scheduling on PM5, 11-05: Removal / Return to PM 5**

The grievant has had restrictions lifted by his attending medical practitioner. Unfortunately there are no guarantees the need for restrictions won't return. The grievant is at this time having difficulties attending work even on a straight day shift schedule.

USC Position: If the grievant's restrictions have been lifted then the Company should either return him to his former position or wage rate retain him and continue to assign him work out of the labor pool.

**11-09: Call Time**

The grievant was scheduled to work a night shift on his day off. He was notified the morning before he was to report to work that he would not be needed.

The parties discussed whether Section 17 - Allowance for Failure to Provide Work, and Section 18, Paragraph C applied in this case. There was a difference in opinion. The Union maintained that it was more of a curtailment situation covered under Section 24, Paragraph A 16.

Company Position: Willing to grant the grievance settlement request as written calling for a Call Time under Section 18 C.

Union Position: Believe that the grievance was written improperly and that it was a violation to work a junior employee even though on straight time and cancel the incoming senior employee who would have been working on overtime. They indicated they would be filing a grievance addressing the matter differently than 11-09.

**Agenda Items:**

**Vacation Scheduling**

The parties concurred that vacations signed up for last year and granted will be honored over vacations requested for this new vacation sign up year when a week in question has days in both last year's vacation weeks and the new year's vacation weeks. Though the Company may agree to pull forward vacation days from next years allotment into the last week of the schedule at the end of May and first of June, it is not required to do so if it does not have the manpower to cover the extra vacancies.

**Calling Home to Change Schedules**

On those occasions where the Company calls an employee at home to notify them of a change in schedule, if the Company cannot reasonably establish that the message was received, it will not hold the employee responsible to come in earlier than originally indicated on the final schedule posted on Friday.

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**Union Bulletin Boards**

The Union discussed their desire that a Union Bulletin Board be installed in the Barge Loader break shack so that it can be an approved designated site for Union business postings.

**Halsey Transfer**

The Union asked that a recent transfer from the Halsey Mill not be required to go through the probationary rate of pay.

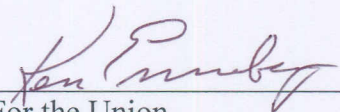
**Grievance 10-72 Move Up**

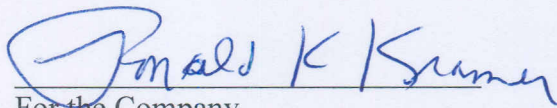
The Union having discussed this grievance during the lunch break period indicated that this grievance could be settled if the employee and others just below the frozen employee who performed the necessary duties on the date in question be trained up.

**Stacking Discipline**

The Union began to address the tardy element of the attendance policy but then tabled further discussion. The Company reminded the Union that all past discipline is looked at when applying progressive discipline.

**Meeting Adjourned.**

  
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For the Union

  
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For the Company