

STANDING COMMITTEE MEETING MINUTES

January 15, 1997

Present:

USC - Bill Taylor, Dan Duvall, Claude Weaver, Gene Dixon, Larry Reandeau, Kris Keeler, George Brajcich
MSC - Keith Larson, Norm Dittrich, Kathlyn Sweet, Jim Lepin, Mark Schneider

Agenda:

1. Meal Ticket Restaurant Changes
2. Job Postings
3. Call Time For College Pool
4. Lateral Moves In Converting
5. Discipline Settlements Confirmed With Union Standing Committee
6. Standing Committee Distribution List Update
7. Rate Retention For Medical Reasons
8. L. Lamont Rate Of Pay
9. Freezing Process
10. Seniority List
11. Clatsop Community College Mentorships
12. Grievances: 96-18; 22; 25; 26

1. Meal Ticket Restaurant Changes

Knappa Market has signed agreement, but El Ranchero and Subway have not responded yet. They will be added as soon as they sign and return the agreement for meal tickets.

2. Job Postings

The contract will be modified with a memorandum of agreement that states that employees will be eligible for 2 successful job bids in a rolling 12 month period. The 6 month restriction will be lifted. These changes to the contract will become effective April 1, 1997. "Successful" is defined as the following:

- employee accepts bid into new position and goes to work in the department
- employee accepts bid, goes to work in new position, then turns down the job, and returns to prior job

A bid shall not be considered "successful" when:

- Employee signs bid sheet, is contacted to go to new position, and turns down the offer
- Employee accepts bid, goes to work in new department, is disqualified during probationary period on new job, and is returned to former job by the company (pg. 23 of contract)

3. Call Time For College Pool

USC requested MSC to reconsider, especially for those students who are assigned to a job in the line of progression i.e., 5th Hand in Paper Mill line of progression. MSC will discuss this further and this issue will be revisited.

4. Lateral Moves In Converting

This issue was tabled until a later date.

5. Discipline Settlements Confirmed With Union Standing Committee

Notice/copies of any individual's discipline or personal action must be sent to Local 1097. Any settlements must be confirmed with the Standing Committee (quorum-OK) and documented.

6. Standing Committee Distribution List Update

USC requested that distribution list be updated, to include Dan Duvall and Larry Reandeu. Bob Sullivan has been replaced by Larry Reandeu, so Bob may be deleted from the list. Also, Frank Walsh needs to be added to the list. MSC will make the needed changes.

7. Rate Retention For Medical Reasons

These cases need to be reviewed by the Union Standing Committee on a case-by-case basis. Discussion around using the ADA guidelines followed.

8. L. Lamont Rate Of Pay

USC proposed that the employee receive the Equipment Operator rate. MSC will discuss and report back in regard to this issue. Need to define the tasks actually performed on the job in relation to pay rate.

9. Freezing Process

If one employee goes around another employee while he/she is frozen, then they will always be around that particular employee (pg. 26, item a, in contract). Employees need to be aware of this when making the decision whether to freeze or not. The old saying is still true, "once around, always around". An additional issue for the scheduling committee is how to track who has gone around whom. This needs to be documented for future moves.

10. Seniority List

Seniority list supplied by MSC is correct per USC. This will be valid until January 1998.

11. Clatsop Community College Mentorships

Need to continue to follow established guidelines, so that a permanent worker is not displaced while the student is at Wauna.

12. Grievances

96-18: B. Lempea: This is now settled, and Mark says distribution will take place today.

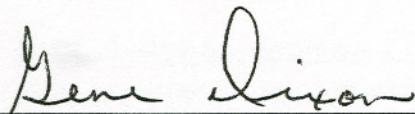
96-22: Krotzer: This is withdrawn by the USC.

96-25: M. Bouse: This is now settled.

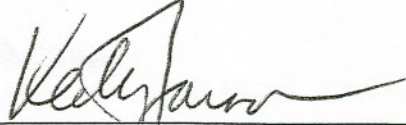
96-26: M. Nicholson: This is now going to the third step.

Next Meeting:

February 19, 1997 (Third Wednesday) at 10:00 AM.



Union Standing Committee



Management Standing Committee

STANDING COMMITTEE MEETING MINUTES
January 15, 1997

MEMORANDUM OF AGREEMENT

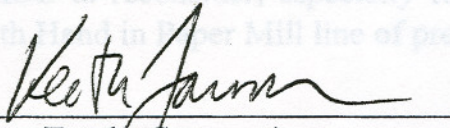
between
JAMES RIVER CORPORATION -- WAUNA MILL
(the Company)
and
UNITED PAPERWORKERS INTERNATIONAL UNION -- Local 1097
(the Union)

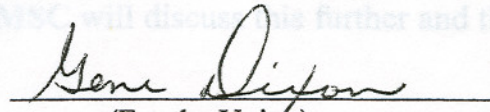
Effective April 1, 1997, the Company and Union (the Parties) hereby agree to modify Section 25, D. Transfer Procedure as follows:

- 1) Discontinue use of and reference to the annual job bidding process described in 1(a) and 1(d).
- 2) Modify 4(a) to read; An employee can transfer up to twice in a 12 month period. The transfer of an employee who is later disqualified during the probationary period by the Company and returned to his former job will not be counted in applying this paragraph 4. Moves for substantial medical or personal reasons acceptable to the Company will not count as a transfer and do not have to meet the limitations of job bidding described in this paragraph 4.
- 3) Delete use of paragraph 4(c).

This memorandum will remain in effect for the duration of the Labor Agreement currently in effect unless either party notifies the other of a desire to either modify or discontinue its use upon sixty (60) days written notice.

Dated this 16 TH day of January, 1997.


(For the Company)


(For the Union)