

STANDING COMMITTEE MINUTES
JANUARY 18, 1995

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

Items discussed:

1. One time bump: Junior employees on a bid
2. Notification of intent to terminate employee off work for two years
3. Storeroom - rotation in bottom job
4. Four consecutive nights Compressed Work Week language
5. Job Analysis, HHT Temporary rate
6. Safety meetings
7. Lawson payroll system
8. Meal Tickets restaurant list
9. Grievances 94-41, 42, & 43; Unitizing schedule during a holiday week
10. Grievance 94-51
11. Grievance 94-61; pulp truck unloading
12. Grievance 94-62; Assigned to 8 hour job from a compressed job
13. Grievance 94-55, 56, 57, 58 & 63; Contracting out
14. Grievance 94-65; supervisor doing bargaining unit work
15. Grievance 95-02; retaliation for filing grievances

1. ONE TIME BUMP; JUNIOR EMPLOYEES ON A BID

DISCUSSION:

A couple of the mill junior employees are currently in the probationary period of a bid. If a senior person elects to bump under the provisions of the one time bump agreement and bump one of these junior employee, what job are they bumping into?

Standing Committee Minutes
January 18, 1995

RESULT:

A senior person bumps into the job to which the mill junior person is blue slipped. For example, the mill junior employee is blue slipped to napkins but on a bid in Box Facial. The senior person who elects to bump will bump into napkins. The junior person could then conceivably complete their probation period and blue slip to Box Facial. They might later then be bumped out of Box Facial. Bumping will always occur in the blue slip job.

2. NOTIFICATION OF INTENT TO TERMINATE EMPLOYEE OFF WORK FOR TWO YEARS

Pursuant to the provisions of Section 25, F3, Management notified the Union Standing Committee of its intent to terminate an employee who has been off work continuously for two years and has been accepted into the Oregon rehabilitation and training program. The effective date is January 18, 1995.

3. STOREROOM - ROTATION IN BOTTOM JOB

The Union Standing Committee (USC) stated it was their understanding that the people in the bottom rung of the Storeroom progression ladder regularly rotated duties. An employee who is frozen to that job has not been rotating duties with the other employees.

The Management Committee (MSC) will discuss with the department head.

4. FOUR CONSECUTIVE NIGHTS; COMPRESSED WORK WEEK LANGUAGE

DISCUSSION:

A question has arisen around the interpretation of item number 23 in the compressed Work Week booklet that states "In no case shall an employee work more than 1, 4 consecutive nights in an 8 week cycle, for the

regular compressed schedule..." One interpretation is that 4 consecutive is 4 consecutive calendar days(nights), i.e. Monday, Tuesday, Wednesday, Thursday. Another interpretation is that day(s) off can interrupt the night shifts, and they are consecutive as long as there is no day shift worked in the time period in question, i.e. Monday, Wednesday, Friday, Saturday nights, Tuesday and Thursday are days off.

The USC's position is that the intent behind the language was that no one would be assigned to all graveyards. Therefore, as long as the person's schedule in a week has four graveyards, possibly separated by days off but not separated by working day shifts, that is four consecutive nights.

Management raised a concern that one, this is not how the language has been applied in the past, and two, that the union's interpretation would prohibit the use of the labor pool to cover night shift floaters. The Union's interpretation also exposes the Company to costs because of the compressed work week, and the agreement to go to the compressed schedule was based on the understanding that it would be cost neutral.

RESULT:

The Committees will gather data for the last 3 to 5 months to determine how often this issue (under either interpretation) comes up. This will then allow the Committees to better assess the impact.

5. JOB ANALYSIS, HHT TEMPORARY RATE

The USC wanted to know the status of the job analysis process and requested that it continue even though the primary person responsible for the process will be out of the mill for an extended time. Management has assigned primary responsibility to another person who is in the process of taking the next steps.

Standing Committee Minutes

January 18, 1995

The USC also stated that they do not agree with the Company's position that a temporary rate is not needed for the HHT Utility job.

MSC stated that a temporary rate only applies when a NEW job is created, and Converting in this case took an existing job classification and changed it. Management did review this with a person from the Job Analysis Board in Portland, and they agreed that a temporary rate is not necessary. Employees will not be harmed, because any increase will have a retroactive date.

6. SAFETY MEETINGS

Management notified the Union that Bill Harrah will be coordinating the major safety items until Trisha Norvell returns. Additionally, OSHA has scheduled an informal conference for February 14, 1995 on the citation we recently received.

The President of Local 1097 requested copies of all safety meeting minutes. Human Resources will take responsibility for doing this.

7. LAWSON PAYROLL SYSTEM

The USC brought forward some concerns that have been raised by employees about the new payroll system. The biggest concern seems to be access to computers. Many employees may not know that any terminal that can access DEC (not just PC's) can access the Employee Access System. The MSC will check on the status of getting terminals out in several accessible places in Converting.

The USC also requested that hands-on training be provided for those employees who want it. They also asked if the current week's hours and pay could be shown on the Employee Access System; currently it only shows information from the prior pay period.

8. MEAL TICKETS RESTAURANT LIST

The USC requested that The Restaurant in Woodson be removed (as they have closed), and that Rosie's in Clatskanie, Figaro's Pizza in Longview, and the Warren Country Inn in St. Helens be added to the meal ticket list. EMPLOYEES ARE NOT TO TRY TO REDEEM MEAL TICKETS AT THESE ESTABLISHMENTS UNTIL A NOTICE FROM HUMAN RESOURCES HAS BEEN POSTED AND THE RESTAURANT NAME IS PRINTED ON THE FACE OF THE MEAL TICKET. Human Resources will contact these establishments as quickly as possible to make the arrangements.

The Union stated they did not agree with Management's statement that a price change of \$0.50 was needed before the meal ticket value was increased, and that the "trigger" has in the past been \$0.25 increase.

9. GRIEVANCES 94-41, 42, & 43; UNITIZING SCHEDULE DURING A HOLIDAY WEEK

DISCUSSION:

The USC stated that one of the three grievants would have worked the holiday had the department been operating, but was given that day off and scheduled another day. The grievant was on the schedule to cover one vacancy on a letter crew that week.

The MSC stated that a department can change a person's day off in the week in which a holiday occurs if it is not solely for the purpose of avoiding overtime. Information given to the MSC indicated that the grievant worked two days in that week to cover the end of a vacation. The employee came back from vacation on Sunday (the holiday). Another person took a floater for Sunday, and had there not been a partial down the grievant would have worked Sunday to cover a floater. However, they did not need the grievant to work Sunday (floater coverage) because they were partially curtailed, so the grievant could not work Sunday.

However, the department did have needs earlier in the week so the grievant was scheduled there.

The USC stated that this was different from the information they had.

RESULT:

Representatives from the USC and MSC will meet with the department head to discuss these grievances and get a clear understanding of what did transpire.

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

The USC is going to trust that Management has indeed talked to the supervisor about this and that it will not be an issue in the future. Management's answer from the December 1994 Standing Committee meeting is accepted.

11. GRIEVANCE 94-61; PULP TRUCK UNLOADING (UNITIZING/SHIPPING)

DISCUSSION:

Shippers unloaded dried pulp from a truck which the Unitizing Truck Door Operators claim should have been assigned to their ladder. Management's position is that type of work does not "belong" to either ladder exclusively, and that employees from both ladders can appropriately be assigned to the work, either on straight time or an overtime basis.

The USC stated that pulp trucks are normally unloaded at the Unitizing truck door, and shipping unloaded pulp off of barges. During the WtCo strike, the Unitizing truck door was not available so shipping then started unloading the pulp trucks.

RESULT:

January 18, 1995

RESULT:

MSC and USC representatives will review this grievance with the department head in order to come to a common understanding of the facts.

12. GRIEVANCE 94-62, ASSIGNED TO COVER 8 HOUR JOB ON 12 HOUR SHIFT

DISCUSSION:

During the time that the Box Facial complex was working three 8 hour shifts, some napkin operators were moved to cover Box Facial one day. They worked their regularly scheduled shift (12 hours), just in a different job.

The USC's position is that because they worked in an uncompressed job, they should be paid their blue slip rate, not the compressed rate.

Management's position is that people are paid for the schedule they work, not the job; we do not have compressed and uncompressed jobs. We have compressed and uncompressed schedules.

RESULT:

No agreement was reached. The Union will take this grievance to the third step.

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

As agreed to at the December meeting, a meeting with the requested management personnel has been scheduled for February 3 at noon.

14. GRIEVANCE 94-65; SUPERVISOR DOING BARGAINING UNIT WORK

DISCUSSION:

There was a stock spill in the Kraft Mill, which the Chief Steward saw was being hosed up by a supervisor. He told the supervisor that was Local 1097's work and the supervisor did not stop. In the Chief Steward's

January 18, 1995

view the situation was not a safety hazard and the supervisor should have stopped immediately.

According to the Supervisor's answer to the grievance, he did feel that it was a minor safety hazard and there was no one else immediately available to take care of it. The Union stated that had it indeed been a safety hazard there would be no issue, but they disagree that there was any safety hazard in this instance.

RESULT:

The Union will take this grievance to the third step.

15. GRIEVANCE 95-02; RETALIATION FOR FILING GRIEVANCES

The Union stated that the grievant believes they have and/or will receive repercussions for filing a grievance against the supervisor. Both committees strongly stated that retaliation for filing grievances will in no way be tolerated at Wauna. Grievances are a legally accepted part of the process for raising issues and is a contractual right.

RESULT:

Since this grievance was filed, Human Resources has met with the supervisor in question and talked about these issues. The USC will accept that response as resolving this issue if the grievant agrees, but will continue to monitor the situation carefully. The Chief Shop Steward will review this with the grievant and will respond to management later.


Management Committee


Union Committee

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