

Management was aware of a potential freeze request in
Converting (L. Meadows) and notified the Union that
management would like to have the Union Executive Board
Executive Board will have to review and approve the
request.

STANDING COMMITTEE MINUTES

JANUARY 19, 1994

2. POSSIBLE REORGANIZATION OF SHIPPER & UTILITY JOBS
In attendance were: Bob Sullivan, John Adams, Claude
Weaver, Kris Keeler, Gary Tucker, Joe Hertig, Doug
Campbell, Bill Taylor, Gene Dixon, Bob Fehlen, Tim
Winn, Shelley Prouty, Trisha Norvell, and Mark
Bechtold.

ITEMS DISCUSSED:

1. Potential freeze request, Converting
2. Possible reorganization of shipper and utility jobs
in Converting
3. Grievances 93-35, 36, 37 - Shipping/Unitizing
repack work
4. Grievance 93-47; Wrong people in on overtime
5. Grievance 93-49; Felt time, #5 paper machine
6. Grievances 94-01 and 94-02; Call time, Yard crew
7. Relief coverage for shift mechanics
8. 401(k)
9. #5 paper machine relief supervisor coverage
10. Truck drivers assisting shipping/unitizing
employees
11. Mill seniority list
12. Storeroom job
13. 16 hour rule
14. Day-off to Day-off vacation
15. Atmospheric testing ("sniff testing")
16. Grandfather rights to the kraft mill
17. Vacation leveling
18. Hot meals
19. Sexual harassment prevention training
20. Grievance 93-54; Shift mechanic overtime
21. Grievance 94-03; Shift mechanic relief scheduling

1. POTENTIAL FREEZE REQUEST

Standing Committee Minutes
January 19, 1994

Management was aware of a potential freeze request in Converting (L. Meadows) and notified the Union that management would approve the freeze. The union Executive Board will have to review and approve the request.

2. POSSIBLE REORGANIZATION OF SHIPPER & UTILITY JOBS - CONVERTING

John Adams reviewed some thinking that's being done about how some of the work is done in Converting - specifically laying rolls of paper, unloading supply trucks, delivering supplies, and loading quick-stock. Currently the Shipper lays paper, the Converting Utility unloads and delivers supplies (on a 5 day per week, day basis), and whoever is available from unitizing loads quick-stock.

While nothing has been decided yet, the main idea being considered is to consolidate some of the responsibilities of each of the jobs - have the shipper be able to do some of the Converting Utility job and vice-versa, so they are able to help one another as the need arises. There is a belief that the quick-stock business will continue to grow to the point where a person could work loading quick-stock on close to a full time basis, and also help the Shipper and Utility people.

Further discussions with the crews and between Converting and Shipping/Unitizing management are needed before any final decisions are made. Also, any departmental staffing changes must result in a net employment change of at least zero - no people will be added to the mill as a result. The USC said they would review and bring forward to management any issues they see that would need to be addressed.

3. GRIEVANCES 93-35, 36, 37 SHIPPING & UNITIZING REPACK WORK

These grievances have been settled, but the USC wanted a clarification of what the department has done since then regarding the repack work. They had been told by employees that employees were now expected to repack and clean up their own damage. Evidently both shipping and unitizing use a common repack area, so how would the repack work be assigned?

The department's policy is that a person who damages some product is expected to clean up his/her own damage on that same shift. Employees are authorized to stay over after their shift for up to two hours if they are not able to clean it up on shift. If they cannot stay over or cannot finish on shift, employees have to mark the product with their name which indicates to the other crews that the person will take care of it later. This seems to have resolved the problems and the repack area is staying clean. If it got to the point again where the area became a real mess and became extra work that couldn't be done on shift, employees from both unitizing and shipping would be assigned the work in top down seniority order if there were no labor pool people available to do it on straight time.

4. GRIEVANCE 93-47; WRONG PEOPLE IN ON OVERTIME

The USC did some further investigation of this issue and found some new information. Because of the new information, the previously agreed to settlement of allowing the grievants to come in and do meaningful work is not acceptable. The USC wants the grievants made whole (paid for time not worked).

The USC has been told that a supervisor told an employee to call another employee who was on vacation and tell them of the upcoming overtime opportunity. The person on vacation then called in and changed his vacation from a day-off to day-off to a Monday-to-Monday vacation so he could come in on the overtime. Therefore, the supervisor knew the "extra" people would be coming in.

The MSC will review the new information with department management and will respond to the USC later. had the authority to make these decisions. There is no requirement that all grievance must go through Joe

5. GRIEVANCE 93-49 FELT TIME, #5 PAPER MACHINE

The felt was taken off on one crew's shift, set aside while some maintenance work was done, and put back on the machine by the same crew their next shift. They were only paid for one felt change.

The USC stated that in negotiations the wire time language was changed to apply to felt changes for #5 paper machine. If a wire on one of the other paper machines is taken off by one crew and then replaced later by that same crew, they have always received two wire times; therefore, the same should hold true for #5's felt change. The USC also stated that this situation is no different than if B crew had taken the felt off and C crew put it on - both crews would get the felt time.

If the felt was only partially taken off the machine, then there is no right to be paid for an on-shift felt change. The Committees need to find out if the felt was or was not completely off the machine.

The MSC will find out and will review the grievance again.

6. GRIEVANCES 94-01 AND 94-02, CALL TIME, YARD CREW

The USC prefaced the discussion of the first two grievances of 1994 by telling the MSC that they wanted to have fewer grievances go to second step. The USC stated that a number of the grievances that have come to second step don't really have merit to be pursued beyond the first step. They requested management's help in that the first line supervisors and department heads need to have the authority to be able to make decisions in response to grievances.

The MSC agreed, but was also somewhat surprised that the supervisors didn't already feel like they had the authority to make these decisions. There is no requirement that all grievance must go through Joe Hertig, although Joe (and others in the Human Resources department) are resources for the departments and are available to help and advise when contract interpretation questions arise.

The USC wants to send these two grievances back to the first step and have the supervisor meet with the whole crew to try to surface and resolve the underlying issues that seem to be driving these grievances. The MSC agreed.

off of shift equitable to BOTH the employee and the

7. RELIEF COVERAGE FOR SHIFT MECHANICS

The following discussion refers to the attached
handout. need to go on record that in the event a

mechanic would have been scheduled Saturday and/or
The Maintenance Superintendents have put together the
attached scenarios for scheduling shift reliefs back to
their day schedule in an effort to minimize the old
penalties paid. on versus the compressed schedule (for
mechanics)

In a couple of the scenarios, the mechanic's days off
would be Tuesday through Friday or Wednesday through
Saturday (because of the shift they worked on Monday).
In those instances the mechanic may be scheduled to
work Saturday and/or Sunday (straight time) if there is
meaningful work available. The USC wanted a commitment
that the mechanic would always be scheduled to work
Saturday and/or Sunday (in these particular scenarios).
Management will not make that commitment - where it is
appropriate it will be scheduled that way, but it may
not be in all cases. There is no guarantee for a
minimum hours of work in a week for any one.

8. PAPER MACHINE RELIEF SUPERVISOR COVERAGE
The MSC reviewed some variations of these scenarios
that would give the mechanic more hours in those
transition weeks, but it would require a joint
agreement to waiver (for these specific instances only)
the rule that Monday establishes your day off. The USC
was not willing to agree to that.

Both committees did agree that if a mechanic is
scheduled on Saturday and/or Sunday in one of the above
scenarios, the mechanic can request to trade those days
for days during the week at no penalty to the Company.
(This is nothing new.) and that was Local 1087's

work.
The MSC expressed great frustration that this has been
an issue for a number of years that management has
tried to address with little result. Management's
interest is to have an equitable transition on to and
This practice has been in place from the beginning.

off of shift - equitable to BOTH the employee and the Company.

The USC wanted to go on record that in the event a mechanic would have been scheduled Saturday and/or Sunday if they stayed on shift and is not scheduled to work, they will pursue the issue as appropriate. The USC also requested information about costs of the old seven day rotation versus the compressed schedule (for mechanics).

8. 401(k)

The USC had requested that the salaried employees who were once hourly and in the 401(k) plan be allowed to move the money into the other options that will soon be available. Management sees no problem with doing this, as long as those employees realize that their contributions are frozen and they can't add funds to the account.

9. #5 PAPER MACHINE RELIEF SUPERVISOR COVERAGE

The USC had requested information regarding how much it cost to have hourly reliefs covering the shift supervisor position on #5 that had been eliminated. Management researched those costs and found that it was cost neutral.

10. TRUCK DRIVERS ASSISTING SHIPPING/UNITIZING EMPLOYEES

At the last Standing Committee meeting the USC stated that outside truck drivers have been helping in the loading of their trucks, and that was Local 1097's work.

Management researched the issue and found that some of the truck drivers do occasionally assist the Wauna employees by holding straps, placing wedges and such. This practice has been in place from the beginning.

Additionally, the contract with the trucking companies allows them to bill us \$50 if the driver assist in very loading of his/her truck. Most of the companies don't bill us, but they do have the right to. The drivers assisting Wauna employees is not a new practice. The USC will research some more and see if they still have concerns.

11. MILL SENIORITY LIST

Human Resources is looking through individual files and old mill ladder information. A draft seniority list should be done shortly, and will be reviewed with the Standing Committee, hopefully at the February meeting.

12. STOREROOM JOBS

The Storeroom has been consistently utilizing labor pool employees for close to six months. The USC reminded management that there is an obligation to post for a job if it is filled for six months. The Management Committee will discuss with department management.

NOTE: After the meeting this was reviewed with Storeroom management. They have had a labor pool employee there filling in on regular progression ladder jobs because of two blue-slipped employees being off work a significant amount of time due to illness or injury. The labor pool employees have not been there as extras - they have actually been working in jobs left open by the absence of the other two employees. There is therefore no obligation to post a position.

13. 16 HOUR RULE

The USC had been told of a situation where an employee was held over to cover part of the next shift. The employee was then told to go sleep in the locker room for a few hours and then come back and work the rest of another shift. Had he done this, he would have worked for 32 hours with only 4 hours off.

The Joint Committee reminds all employees and departments that the Union and Mill Management are very serious about abiding by the 16 hour rule. Instances like that described above will not be tolerated. Supervisors are encouraged to remind their employees about the 16 hour rule and be sure all abide by it.

14. DAY-OFF TO DAY-OFF VACATION

The USC wanted to clarify for employees that when a person comes back from a day-off-to-day-off vacation, they must return to the same crew/shift they were on before they went on vacation. However, if an employee takes a Monday-to-Monday vacation, they could be scheduled back on a different crew. In those cases, it is appropriate for the mill to call a person while they are on vacation to notify them of a schedule change.

15. ATMOSPHERIC TESTING ("SNIFF TESTING")

The Union Committee is opposed to having the shift electricians do the atmospheric testing. They want to continue to use only the technical department employees to do this testing because those employees are trained and very qualified, which increases the safety for the crews.

The MSC fully supports and shares the desire to have fully qualified people do the testing. Management suggested the issue was more appropriate for the Safety Advisory Committee than the Standing Committee. The issue will be referred to SAC.

16. GRANDFATHER RIGHTS TO THE KRAFT MILL

Management reviewed who had been working in the utility position for the brief period that the kraft mill and pulp dryer progression ladders were joined. They believe that Janet Kojkowski and Mark Samson are the only two employees who are entitled to grandfather rights to the kraft mill progression ladder.

The USC will check to make sure they agree those are the correct people.

17. VACATION LEVELING

The Union asked if management is going to do anything differently next vacation year regarding vacation leveling. They also asked if the option of hiring college pool was being considered.

Management is in the process of collecting cost data over the last couple of years to help in this review. No decisions have been made yet.

18. HOT MEALS

The MSC expressed frustration that some people have been trying to order double and triple meals and beverages through the hot meal process. Management has tried to approach the hot meal issue in a reasonable way. The value of the hot meal has been based on the objective data that we have from the meal ticket surveys which indicates that the current value of the meal ticket is sufficient to get a reasonable meal. The Clockroom will not order a hot meal for more than \$7.25; all of the items listed on the hot meal form are less than or equal to that amount so there should be no problems. No change will be given if the meal ordered is less than \$7.25; if a person wants change they can take a meal ticket instead.

The USC requested a bigger selection of restaurants and menu items. MSC responded that these local restaurants are the most reasonable - restaurants at further distances won't deliver or will only deliver if the cost of the meals total more than a set amount (usually \$25 or more). Guidelines and standards have to be set to clarify them up front.

This issue was not resolved.

19. SEXUAL HARASSMENT PREVENTION TRAINING

Shelley Prouty notified the Standing Committee that there will be mill-wide "refresher" training starting soon. It has been three and a half years since our last millwide training, and we need to make sure people understand what sexual harassment is, how to prevent it, and what to do if they are sexually harassed.

December, 1993. The December agreement officially changed the process to be used, which the maintenance

20. GRIEVANCE 93-54 - SHIFT MECHANIC OVERTIME

The MSC believes this is an issue that has already been resolved at mediation. A shift mechanic is NOT a separate job classification from a day mechanic; therefore overtime to cover for a shift mechanic can be filled by a day mechanic because they are in the same job classification. The agreement reached at mediation needs to be applied to this case: was the coverage needed because of a vacation? If so, then there is no basis for the grievance. If not, then we have to look to see which person would have been a cost neutral option and then follow the protocol in the memorandum of agreement.

The USC stated that the grievant believes it would have been cost neutral to have him work the two days in question. They also stated that there is some disagreement as to exactly what was agreed to in the memorandum of agreement from the mediation.

The USC wanted to know what Management's position was. Management was not aware of any disagreement, but would be open to having the UPIU international representative and the mediator back to help clarify the interpretation of the memorandum of agreement.

The disagreements seem to be in the understanding of "cost neutral", and the "four day period" referenced in the memorandum. Do all four days have to be in the same calendar week or just part of the same tour?

The Union will hold 93-54 until there is agreement on the interpretation of the memorandum.

21. GRIEVANCE 94-03 SHIFT MECHANIC RELIEF SCHEDULING

This grievance is requesting back pay for some shift and shift relief mechanics. The MSC stated that those mechanics were scheduled in accordance with the scheduling practices that had always been in place until the agreement at the Standing Committee in December, 1993. The December agreement officially changed the process to be used, which the maintenance department then started using after the December Standing Committee meeting. Admittedly, there has been a mixed practice over the years in how relief shift mechanics were scheduled and what constituted their days off. There was also mixed interpretations within management and within the union. Given that, it was status quo until we could jointly get agreement on the interpretation relative to those schedules. That happened on December 15, 1993.

The USC expressed frustration in that they had approached management and told them there were some issues brewing in the maintenance department around this scheduling, but could not seem to get a meeting together until the December standing committee. They were trying to work with management to work the problems out but did not feel like they got an adequate response.

The USC wanted to know what Management's position was, and will review the issue and respond at the next Standing Committee meeting.

Management Committee

Union Committee

JANUARY 18, 1994

In attendance were: Bob Sullivan, John Adams, Claude Weaver, Kris Keeler, Gary Tucker, Joe Hertig, Doug Campbell, Bill Taylor, Gene Dixon, Bob Fenien, Tim Winn, Shelley Prouty, Trisha Norvell, and Mark Bechtold

sjp sc011994.doc

ITEMS DISCUSSED:

1. Potential freeze request, Converting
2. Possible reorganization of shipper and utility jobs in Converting
3. Grievances 93-35, 36, 37 - Shipping/Unitizing report work
4. Grievance 93-41: Wrong people in on overtime
5. Grievance 93-42: Call time, #5 paper machine
6. Grievances 94-01 and 94-02: Call time, Yard crew
7. Relief coverage for shift mechanics
8. 401(K)
9. #5 paper machine relief supervisor coverage
10. Truck drivers assisting shipping/unitizing employees
11. Bill seniority list
12. Storeroom job
13. 16 hour rule
14. Day-off to Day-off vacation
15. Atmospheric testing ("sniff testing")
16. Grandfather rights to the kraft mill
17. Vacation leveling
18. Hot meals
19. Sexual harassment prevention training
20. Grievance 93-54: Shift mechanic overtime
21. Grievance 94-03: Shift mechanic relief scheduling

1. POTENTIAL FREEZE REQUEST

Standing Committee Minutes

January 19, 1994

13