



# JAMES RIVER CORPORATION

## Intra-Company Memo

To Linda Raynor  
Larry Reandean  
Gene Dixon  
Kris Keeler  
Dave Viera  
Trisha Norvell  
Bill Taylor  
George Brajcich  
Barney Wheeler  
Jim Cadd  
Clay Pillar  
Shelley Prouty

Date January 28, 1991  
From Mike Wendling  
Reference Standing Committee  
Agenda  
Subject

Please plan to attend a Standing Committee Meeting on 2/6/91 from 9:30 a.m. - 3:30 p.m. in the Main Office Conference Room. The agenda is as follows:

1. Walkthrough - Stock Prep/Additives, 9:30 - 10:30 a.m.
2. Compressed Language
3. Meal Tickets
4. Training - #1 & #2 pm (2:00 p.m.)
5. Sexual Harassment
6. Wauna - Total Quality
7. Other Business

Mike Wendling

JRCORP:Wauna  
MLW/to  
File:1429

cc: Supervisors of above  
Tom Smiley

Standing Committee Meeting  
January 15, 1991

Agenda Items:

1. Compressed Language.
2. Meal Tickets.
3. Grievance 90-17- Sexual Harassment Policy.
4. Seniority Converting.
5. Unfreeze Request.
6. Utilities Services- Pay Rate.
7. Pulping Operator Training.
8. Compressed- Kraft Mill and Unitizer.
9. Millwright Evaluation.
10. Kraft Mill Walkthrough.
11. Other.

Compressed Language

At the next meeting we will discuss the proposed changes to the compressed language.

Meal Tickets

There will be no changes for 1991 in the restaurants listed on the meal tickets. At the next meeting we will have collected the data from restaurants in order to determine the appropriate value of the meal ticket.

Grievance 90-17 Sexual Harassment Policy

The Union believes that the Company's policy on sexual harassment has slanted the issue and created a very hostile environment for employees. The removal of pictures, posters and calendars is being administered without reason and has gone to far. The policy has also caused the removal of handles from a mechanics toolbox even though there were no complaints from fellow employees. The policy is also discriminating against the male employees of the Wauna Mill. The Union has requested that the Company return to the status quo, since the policy was put in effect by the company without following the requirement of the labor agreement to negotiate the policy.

After considerable discussion on this issue it was apparent that the Company and the Union have different views as to the legal and morale requirements to create a work atmosphere that is free from sexual harassment. It therefore seems appropriate that before further discussion on this grievance is pursued, both parties

jointly discuss this subject with qualified legal counsel. It was agreed that we would invite such a person to the next standing committee meeting.

#### Seniority and Scheduling in Converting

The Converting Department will be curtailing 1 tissue and 1 towel winder for a three week period. During this curtailment the employees will be assigned to special projects. In order to avoid the disruption of switching from crew to crew when a senior move may be required, the Converting Department is requesting to allow on shift move up during this curtailment period. The Labor Agreement has specific language to allow on-shift move up. The Standing Committee can not unilaterally agree to the request. The Converting Department options are to schedule according to the contract provisions or pay employees the rate of pay their seniority entitles them.

During this curtailment period employees who voluntarily accept the special assignment work which will be scheduled on four twelve hour day shifts will be paid under the compressed language.

#### Unfreeze Request

An unfreeze request was approved by the Standing Committee for an employee on 1&2 Papermachines who has demonstrated qualifications for the position after additional training. It was noted that consideration for additional training may be a desirable alternative before a person is frozen.

#### Utilities Services Pay Rate

The Utilities Operator who moves up to fill a temporary vacancy in the Day Operator job will be paid at the regular rate of pay for the time worked on the Day Operator job and the compressed rate of pay for the remainder of the twelve hour shift while working the Operator Job.

For a full week vacancy due to vacation the Utilities Operator who is on the three days per week shift will be assigned to the Day Operator job for the full week.

#### Pulping Operator Training

The Kraft Mill is participating in the development of a corporate wide training program for Kraft Mill Operators. Several mills are participating by providing salary and hourly employees to develop the program. The Kraft Mill

would like to send an Operator from Wauna. The person would be involved in the project for several months and requires travel.

#### Compressed Kraft Mill and Unitizer

The Standing Committee and Department Supervision have approved a request by Kraft Mill Employees to vote on the compressed schedule. The Union will conduct a vote by secret ballot which requires 75% approval to work the schedule.

Unitizer employees have requested to vote on the compressed schedule for a trial period. This requires 66 $\frac{2}{3}$  approval. The Union will conduct a vote by secret ballot.

#### Shift Millwright Evaluation

Unitizer operators were asked to provide evaluation of Shift Millwrights. The Union has requested that employees not evaluate other employees directly. Supervision should do the actual evaluation by gathering the input from employees.

#### Kraft Mill Walkthrough

Attached are comments from Kraft Mill Department as a result of the Standing Committee walk through.

#### Other

The Standing Committee is in agreement to allow #3 crews who are in training, to work four ten hour shifts without penalty. The crews had requested to work this shift.

The Union has requested the Company to consider allowing employees who contribute towards H/S/M benefits be tax deductible. The Company will pursue this request.

Converting employees in the napkin department who were involved in the trial evaluation process have requested that the evaluation sheets be returned to the employees.

M. L. Wendling  
Company Representative

Linda L. Raynor  
Union Representative

cc Standing Committee, W.S.G., Department Heads, Shop and Stewards, Jamie Baker, Kay Crist, Payroll, Local 1097

KRAFT MILL WALK THROUGH  
COMMENTS & OBSERVATIONS

JANUARY 15, 1991

PULP DRYER:

- . Favorable to the Compressed Schedule ie...feel better, healthier, employees more cooperative & helpful, "things run better".
- . A secret ballot vote should be taken when considering the compressed schedule.
- . There are no ongoing/routine safety meetings.
- . Prior safety meetings have not pertained to the Pulp Dryer.
- . Comfortable with operating and safety maintenance work being completed.
- . In general morale/attitudes are okay.
- . General information from management and/or the Union does not get posted.
- . On the job training seems to be adequate in the pulp dryer.
- . Scheduling has improved recently.
- . Employees are happy with planned future expenditures for the dryer.

KRAFT MILL:

- . There needs to be a women's restroom facility.
- . There may be value in splitting the ladder to maximize operations & safety.
- . No on-going safety meetings. Safety is every day - we correct things immediately - safety is excellent and everyone is pleased.
- . Good communications and support between maintenance and operations.
- . Want opportunity to re-vote compressed schedule.

- . Feel they get along well with Supervision.
- . Morale/attitude is good.
- . While on compressed it seemed things went better - work, health, etc.
- . Generally people like working at Wauna.
- . Generally enjoy my job and happy to be a part of the Kraft Mill.
- . The Core groups were valued and helpful when established. There are no groups active at present. A view is that they worked so well they may have threatened supervision.
- . The time from training to doing the job can be a long time.

RECAUST:

- . Concerned about how often do we keep voting on the compressed schedule. Voting needs to be private since the department seems to be split. There are strong feelings on both sides.
- . Concern on how overtime is filled.
- . Safety meetings needs to pertain more to the job.



**JAMES RIVER CORPORATION**  
WAUNA MILL  
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I N T E R - O F F I C E M E M O

Date: January 7, 1991

To: Kraft Mill Department Employees

On 1/15/91, 9:30 - 11:00 a.m. the Standing Committee will visit the Kraft Mill Department. The purpose of this visit is to communicate with employees in order to help surface any issues, concerns or opportunities, so they can be addressed in a timely manner at the appropriate level. We look forward to talking with you.

Standing Committee

*Mike W*

JRCORP:Wauna  
SC  
file:1386

cc: Russ McCollister  
Barney Wheeler  
Local 1097  
Standing Committee