

Standing Committee Minutes

February 15, 1995

The CSC send no issues at this point, but wants to review further to make sure there are none. They will report at the

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2. ONE TIME BUMP STATUS UPDATE

In attendance: Gene Dixon, George Brajcich, Billy Taylor, Ken Green, Tim Winn, Jim Lepin, Shelley Prouty, Bob Sullivan, and Bob Fehlen.

Items discussed:

1. Pulp testers scheduling change request
2. One time bump status update
3. Lawson payroll system
4. Rotation of storeroom employee(s)
5. Company freezes, Converting
6. Retirement benefits - former timber division employees
7. 3,4,5 TT Bagging - request to post
8. Grievances 94-41, 42, 43 - Shipping schedule, holiday week
9. Grievance 95-03
10. Grievance 95-04
11. Grievances 94-55, 56, 57, 58, 63 - Contracting Out
12. Job elimination communication suggestion

3. ROTATION OF STOREROOM EMPLOYEE

MSC found out since the last meeting that the storeroom

1. PULP TESTERS SCHEDULING CHANGE REQUEST

The Pulp Testers requested that they be allowed to make on-shift move ups (with no time limit) to cover for the vacations, and for up to two weeks for covering other absences before a senior move is made.

Currently, a senior move is made to cover all absences, and this is very disruptive to the employees. All who would be affected by this change agree with the request, and department management supports it. The testers propose that it be implemented for a 6 month trial.

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The USC sees no issues at this point, but wants to review further to make sure there are none. They will respond at the March meeting.

2. ONE TIME BUMP STATUS UPDATE

A member of management and the USC met with each of the blue slipped labor pool employees who are eligible to bump under the provisions of the one time bump agreement. All have elected to remain in the labor pool rather than bump.

3. LAWSON PAYROLL SYSTEM

MIS has been working with converting to make sure employees there have access to computer terminals and printers. The USC also requested that training be provided on the employee access system, and asked if daily time and pay information could be accessed through the employee access system. They also stated that no hourly rate is printing on the checks. Management will forward these questions to the Payroll department and request that they send the information to the joint standing committees.

4. ROTATION OF STOREROOM EMPLOYEE

MSC found out since the last meeting that the Storeroom had been requested by the Mechanics Committee to have one person constant in the tool room, rather than rotate people through that position like they do in the other desks of that rung of the ladder. The USC stated that the Mechanics Committee cannot alter contractual requirements, and if others in that job class are rotated, all employees in that job class need to rotate. The MSC agreed to work with the department to resolve this issue at the department level. An update will be given at the next committee meeting.

5. COMPANY FREEZES - CONVERTING

Management notified the USC that they have frozen two employees in the Converting plant. Management and the Union have met with both employees and explained exactly what a freeze means and what their rights are. The employees were advised of their rights and elected not to challenge the freeze.

6. RETIREMENT BENEFITS - FORMER TIMBER DIVISION EMPLOYEES

As many of our employees are nearing retirement, a misunderstanding has surfaced that needs to be communicated to all employees who worked for one of the CZ timber divisions whose retirement plan was through the Timber Operators Council (TOC).

A person's years of service transferred from the timber division to Wauna for the purposes of vesting. Vesting refers to the number of years of service required before a person is eligible or has any rights to a pension benefit from that organization. The years in the timber division are not counted for the purposes of calculating the pension benefit from the Wauna plan, as those years are already covered by another pension plan (the TOC plan). Therefore, persons retiring under this situation will receive two pension checks from the two different plans.

The HR department has requested an article in the Wauna Know, and has already discussed with a member of the union pension committee the problem and how to communicate to the people affected. The Union has agreed to help put together a list of persons affected so that they can be contacted directly. *If you came from one of the timber locations and have been receiving statements from TOC, please contact your Union Standing Committee.*

10. GRIEVANCE 95-04. SMOKING AREAS

The grievant states that the company has not made a reasonable effort to provide smoking areas for the

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7. 3,4,5 TT BAGGING JOBS; REQUEST TO POST

The USC requested that these bagging jobs be posted for bid, as they have been filled for more than 6 months continuously. MSC shared that the AR for the robotics has been signed and sent to the appropriate Vice president. It is expected that the AR will be approved and that would then eliminate those positions. Management requested that the department management be allowed to respond at the next meeting, before taking action on this request, as by then they should have concrete information on the status of the robotics. The USC agreed.

8. GRIEVANCES 94-41, 42, 43, SHIPPING SCHEDULE, HOLIDAY WEEK

The joint committee agreed that movement forward on these grievances needs to be made a top priority. Members of the MSC and USC need to meet with the department manager. The group still has more work to do before they can come to

9. GRIEVANCE 95-03; SCHEDULED FOUR DAYS - DAYS OFF QUESTION

Prior to the start of a week a labor pool employee was scheduled four days to three different progression ladders. Three of the four days happened to fall on the three days that B crew worked that week. The grievant claims that the fourth day was therefore his day off and he should receive the appropriate penalty pay. Management's position is that the employee was not scheduled to cover one vacancy, but separate ones, so he therefore did not assume the schedule of B crew. The grievance was denied.

The Union will take this grievance to the third step.

10. GRIEVANCE 95-04, SMOKING AREAS

The grievants state that the company has not made a reasonable effort to provide smoking areas for the

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convenience of the employees who work in the Converting maintenance shops.

Management has designated several smoking areas, plus those that are already designated in the Converting plant, and the MSC believes the company has therefore met its contractual obligation to provide designated smoking areas. The supervisor gave the smokers on the crew the opportunity to suggest alternative locations that would meet their needs yet not infringe upon the needs of non-smokers, and the MSC repeated that offer as the resolution to the grievance. The USC agreed and will work with the grievants to come up with some alternative suggestions. It expected that this will be worked out prior to the next standing committee meeting.

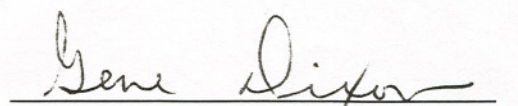
11. GRIEVANCES 94-55, 56, 58 & 63 - CONTRACTING OUT

The meeting that was agreed to at the last meeting did take place and some good progress was made. The group still has more work to do before they can come to agreement; once they are done they will report out to the joint committee.

12. JOB ELIMINATION COMMUNICATION PROCESS SUGGESTION

The USC had at one point suggested writing some language around how job eliminations were communicated so that people would have some protection from acting upon information, bidding into another department, and then it turns out that their old job was not eliminated after all. Attached is the suggested language that the USC put together. The MSC will review and respond later.


 Management Standing Committee


 Union Standing Committee

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UNITED PAPERWORKERS INTERNATIONAL UNION

LOCAL NO. 1097

P. O. BOX 5038

WESTPORT, OR 97016
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Local 1097 Standing Committee proposes the following procedure/language regarding job eliminations:

When an employee is notified, in writing, that their job will be eliminated, the employee will be given the opportunity to place their name on bid lists where there are anticipated future openings or on any new postings. If the employee is a successful bidder, the employee will waive their right under "Transfer Procedure" D.2. and continue in their present job until their job is eliminated.

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To the Standing Committee Wauna Mill

It is the desire of the employees who work in the Pulp Lab of the Technical Department to petition the Standing Committee to change the way we fill temporary job vacancies. We would like to have on shift moveups to cover vacations. We would also like to have on shift moveups, up to two weeks, to cover sickness before making a senior move.

This will be for a trial period of six months, at the end of such time to become permanent if all parties involved are satisfied.

We feel that this would both save the company money and allow the employees to be better able to schedule their lives.

Thank you for your consideration

The employees of the Pulp Test Lab