

STANDING COMMITTEE MINUTES

FEBRUARY 17, 1993

Present were Trisha Norvell, John Melink, Kris Keeler, Bob Sullivan, Claude Weaver, Larry Reandeau, Al Grantham, Gene Dixon, George Kiepke, George Brajcich and Shelley Prouty.

Items Discussed:

1. US Bank Presentation
2. #5 Paper Machine scheduling groundrules
3. Laid off employees - assistance plan
4. Smoking area, Converting electrical shop
5. Tug Boat
6. Pay when working less than a 12 hour shift
7. Labor Pool and extra work scheduling guidelines
8. Relief shift mechanics transition to days
9. Kraft Mill progression ladder changes
10. Formerly restricted holidays
11. 401(k)
12. Curtailment staffing - Converting
13. 3 & 4 Paper Machine progression ladder
14. Converting shift millwright start time
15. Cost Care clarification
16. Punch lists
17. Call times

1. US BANK PRESENTATION - 401(K)

A representative of US Bank presented some general investment fund management options US Bank offers, as well as some general ideas for pension fund management, personal or group. The representative offered US Bank as a resource to be used to help educate employees on the 401(k) plan and to answer questions, even if we do not choose to have US Bank manage the 401(k) assets.

The representative suggested that investment goals and objectives should be set and documented at least annually, and reviewed and revised (if needed) annually. US Bank would charge as an investment management fee 1.35% of the market value of the fund at the time the fee is to be paid. US Bank does not provide administrative services, i.e. preparing quarterly statements, etc. (That would have to be contracted with some other organization/bank.)

2. #5 PAPER MACHINE SCHEDULING GROUND RULES

The #5 Paper Machine department is in the process of clearly laying out the scheduling groundrules they use. A committee made up of representatives from each of the shifts worked on writing out the groundrules, and developed some alternative

options for several situations. They requested that the Standing Committee review the guidelines to ensure that they are written clearly and there are no contract violations in them. Then the department wants to review the guidelines with all the crews in the department, and have the employees vote on which alternatives they prefer.

The Union Standing Committee will review the guidelines and will respond at the next Joint meeting.

3. LAID OFF EMPLOYEES - ASSISTANCE

The Joint Committee reviewed a letter proposed by the Joint Health Care Committee. Both joint committees are concerned that people who are laid off will put off seeing a physician when they really need to. Charleen Freeman, the mill's Adult Nurse Practitioner, is willing to offer her services to the laid off employees. Due to liability issues, she cannot provide medical services for employees' spouses or children.

There is also an idea to have Myra Gibson from EAP to come and meet with laid off employees and their spouses (if interested) to talk about loss and change - a support group type of meeting. Another idea is to have one of the Steering Group members attend a weekly meeting with the laid off employees to discuss the state of the business, the latest news and decisions, and to answer questions. The Union Standing Committee formally requested the Steering Group's participation in this, and stated that Union officials will also participate in those meetings to help answer questions.

The Joint Committee supports all of these ideas. Human Resources will coordinate these activities. The target date to start the support group meetings will be the first week of March.

4. SMOKING AREA, CONVERTING ELECTRICAL MAINTENANCE

The designated smoking area for the Converting electricians was recently moved from the lunchroom to the workshop. The Union Standing Committee is concerned that the workshop is a work area and is not an appropriate designated smoking area. They requested that the department supervision review this and find a more appropriate place to designate as a smoking area.

5. TUG BOAT

The Company stated that they see no contract violation in the data acquired to date.

The Union Committee shared arbitration case 47-1985, CZ, Camas Mill, which they believe is very similar case to the situation at Wauna; the arbitrator ruled that the work was clearly and solely the union's. The contract language referenced in the arbitration case is identical to the language in our labor agreement.

The Union will pursue the issue through the grievance process as it was not resolved through the work of the Joint Standing Committee.

6. PAY WHEN WORKING LESS THAN 12 HOUR SHIFT

There was a situation in Converting recently where people were assigned to handstack. They worked 8 1/2 hours, but were paid at the compressed rate.

The Union Standing Committee stated that this is not the intent of the compressed rate. If people work anything less than a 12 hour compressed shift, they are to be paid the uncompressed rate. The Company Committee agreed that it was appropriate to pay the compressed rate only when the employee is working on a job which is part of a compressed schedule.

The Union will provide the names and dates of the persons affected, and requests that they be made whole.

7. LABOR POOL & EXTRA WORK SCHEDULING GUIDELINES

The Union Committee expressed concern with item #4 in the guidelines. Page 44 of the contract refers to extra work and that a person waives their rights to receive blue slip wages when they accept extra work. Nowhere in the contract is an employee allowed to waive any of their other negotiated benefits, e.g., call time, overtime, etc. The Union believes that the contract language referenced in the scheduling guidelines (Section 16 E and 16 F) does NOT apply to extra work.

The Union Committee requests that section 4 be removed from the scheduling guidelines based on their interpretation that employees who sign up for extra work waive ONLY the right to receive blue slip wages for the work; they cannot waive any other negotiated benefit.

In another related issue, an employee who accepted extra work was not paid a call time. The employee was told that this was per guidelines developed by the Employee Relations Manager and the Union President. The Union Committee is concerned that it is convenient to say that something is "approved by the Standing Committee" or "approved by the Union President", when in fact that is not the case. All mill employees are reminded that when the union president or

any other union official participates in the development of some guidelines, policy, or whatever, that they as individuals cannot and do not set union policy. If they personally agree with something or think it is right, it does not mean the whole standing committee or the Union agrees. Please see the attached letter from the Union President, dated 2/17/93.

8. MAINTENANCE SHIFT RELIEF TRANSITION BACK TO DAYS

The Union Standing Committee discovered four different sets of guidelines that have been developed over the years addressing this issue. They do not recognize those guidelines, as they were not reviewed nor signed off on by the Joint Standing Committee. The Union Committee suggests that the maintenance department (E & I and Mechanics) meet with their Compressed Work Week Committee and write one set of compressed language. They would also like to see shift electrician reliefs be a volunteer basis like the shift mechanic reliefs. Then bring that language to the Standing Committee for approval. The Standing Committee minutes of 9/11/89 also address this issue.

9. KRAFT MILL PROGRESSION LADDER

The Kraft Mill has determined that they do not need three people per shift to operate the pulp dryer, which has prompted a review of the number of relief people they need. They only need one relief person.

The Kraft Mill would like to use the Kraft Mill Utility to cover the Pulp Dryer, only on occasion, when the Pulp Dryer relief person is not available.

The Standing Committee recalled a discussion some time ago where the Pulp Dryer employees were concerned about safety when only two persons were used to operate the dryer. The Kraft Mill management stated that they would address that and work with the employees to solve any safety problems that might result from using only two persons on the Dryer.

The Union Standing Committee also expressed some concern about who would be released to the labor pool. They suggested that the people currently in the Jr. Pulp Baler position (which is going to be eliminated) be placed into the Kraft Mill Utility position if they are senior to the people blue slipped as Utility. The junior utilities would then be bumped back into the labor pool.

Another suggestion was to ask for grandfather rights for the junior person and give employees the opportunity to choose to stay in the now combined ladder or go elsewhere (be allowed to add their names to the year's bid lists). The Joint Committee wanted it made clear that this last

suggestion is NOT an option for people who are blue slipped in a relief position. This suggestion is only being discussed in this situation because a non-relief blue slip job is being eliminated (Jr. Baler).

The Company will review this input and review their plans in light of this feedback. They will let the Union Committee know how the Kraft Mill plans to proceed.

10. FORMERLY RESTRICTED HOLIDAYS

The Union, found some information in their research of the discussions about the intent of negotiating away any restricted periods. (See negotiations minutes dated 11/27/84.) Those minutes state that "if the Company elects not to run [during a formerly restricted period], usual contract provisions apply".

The Union Committee believes that "usual contract provisions" means that the senior qualified volunteer would work should work be scheduled during a formerly restricted period.

The Company Committee will review this new information and do more of their own research. They will respond to the Union Committee as to whether or not they agree with the Union Committee's interpretation.

11. 401(K)

The Union membership agrees with the position taken by the Union Standing Committee; that any refunds should come from the James River Stock Plan first, and then from the hourly 401(k) if needed.

12. CURTAILMENT STAFFING, CONVERTING

Refer to the schedule of February 8 - February 14, 1993. Machine #44 was scheduled down for only 2 shifts. The Union stated that staffing in this situation must be done by seniority as there cannot be on-shift curtailment (of people). The Standing Committee minutes of 6/3/92 state:

"The Union Standing Committee also raised again the issue of on-shift "curtailment"- there is no such thing. Seniority entitles a person to the rate of pay they are scheduled to work (as posted on the weekly schedule) or the rate of the job they are assigned, whichever is higher. If a machine is down on one shift, the senior person has to be moved to the shift where the machine is running, or be paid the higher rate. Payment of the higher rate is not applicable if a junior person is working on another shift at a higher rung because of an on-shift move up. If senior moves

are scheduled first, and then vacations and other things are scheduled, then that prevents some of these problems." (Standing Committee Minutes, 6/3/92).

In this most recent situation, #44 machine was scheduled down for the week on two of the four shifts. The rate of pay for that machine is higher than for the other machines scheduled to run. Five people were senior to those employees who were scheduled on the higher paying machine. The Converting Plant has confirmed their intention to, in the future, schedule the senior people on the higher paying machines. This will mean senior moves to enable appropriate scheduling to the highest rate of pay.

When there is curtailment/machine down on just one or two crews or shifts, the up times must be staffed by seniority. (Except in instances where a down is unplanned - machine crash, run out of supplies to run, etc.).

The Converting Plant has made the corrections in pay for that week and the people who were not paid the correct rate have been made whole.

13. 3 & 4 PAPER MACHINE PROGRESSION LADDER

The progression listed for 3 & 4 Paper Machines in the current contract book is incorrect. (See page 55 and 56 of contract.)

The progression should read as follows:

#3 Paper Machine

Machine Tender
Back Tender
Third Hand
Fourth Hand
Fifth Hand
(rates in contract are correct)

#4 Paper Machine

Machine Tender
Back Tender
Third Hand
Fourth Hand
Fifth Hand
(rates in contract are correct)

Paper Machines

Machine Clothing Supply Coordinator (rates correct)
Machine Clothing and Material Handler (rates correct)
Rewinder Operator (rates correct)
Utility 6th hand \$15.085 (4/1/91)
Utility \$14.92 (4/1/91)

Cleanup (rates correct)

See a copy of the progression ladder attached.

It was also noted that the contract has another error in the Napkin progression rates: Intermediate Adjuster and the Operator Adjuster rates need to be reversed (page 54).

The Union Standing Committee requested a copy of the new Stock Prep ladder.

14. CONVERTING SHIFT MILLWRIGHT START TIME

The affected employees are reminded that the start time is 7:00, as per letter published by the supervisor.

The Union Committee suggests that start times be included in the discussions with the Compressed Work Week Committee (see discussion in item number 8).

15. COST CARE - CLARIFICATION

The agreement with Cost Care as initially presented had some errors in it which incorrectly restricted some benefits of the hourly comprehensive plan.

Employees should confirm with Cost Care the appropriateness of out patient surgery. Employees should ask their mental health care provider for a written plan of care and submit that to Cost Care for review. This is important because there are limited mental health dollars available under the plan and this should help ensure that those dollars are spent most effectively to give the employee the best care.

Outpatient or mental health care will not be denied by Cost Care; that was never the Joint Health Care Committee's intent. Covered employees need to be aware that if they do not notify Cost Care as required, the employee will have to pay \$150 of the bill. The rest of the bill will be paid as appropriate by Aetna, the administrator of our self-insured Comprehensive Plan.

16. PUNCH LISTS

The Mechanics Committee and Maintenance Superintendents have come to a consensus regarding the use of punch lists and the transition of work from the AR (and use of contractors) to the mill maintenance crews. The information presented to the Joint Committee is what this group developed. (See attached.)

17. CALL TIMES

The Company has asked for some input regarding possible relief from the call time penalties for the various committees that will still be meeting in the mill.

The Union Standing Committee will seek input from the employees who participate on these committees, and will consider waiving the call time, ONLY because of the state of the business. Any waiver that is considered would only be for a specified period of time, NOT permanently. The Union Committee will respond at the next Joint meeting.

The Union requests equal consideration from management in the arena of concessions. The Union is concerned about the salaried people who have been moved into training positions and how they are being utilized when now there is no training going on. The Union is suggesting that management look for more effective and appropriate ways to utilize those people.

NEXT MEETING: MARCH 17, 1993


Union Standing Committee


Company Standing Committee