

Standing Committee Meeting Minutes

February 17, 1999

AGENDA:

| | |
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| 1. | Grievances: 98-23, 98-25, 98-32, 98-37, 98-45,46, 99-02, 99-01 |
| 2. | Change in Steam Plant Junior Assistant Duties for Barge Tie-Ups |
| 3. | Chip Test Progression Ladder Changes |
| 4. | Kraft Mill Progression |
| 5. | Unitizing Schedule |
| 6. | Temporary Work Schedule (Ron Haynes) |
| 7. | Use of Same Last Names |
| 8. | Administrative Suspensions |

GRIEVANCES:

98-23 Barge Loaders:

- USC withdraws based on 98-07 resolution.

98-25 D. Duvall (Vacation Scheduling):

- Resolved with Scott Beckstrom's letter (attached).

98-32 Viagra:

- USC is still investigating.

98-37 D. Casper (Attendance)

- Grievance will remain active pending disposition of disability and retirement.

98-45, 46: Manthe, Brown (Incident Investigation)

- MSC
- Held meeting with Keith Larson, Tim Winn, Mark Schneider and Bob Fehlen. Outcome is that management acted with best intentions, tried to determine who was responsible for damage.

1999 STANDING COMMITTEE MEETING MINUTES
DISTRIBUTION

| | | | |
|------------------|--------------------|------------------|------------------|
| BAKER, TIM | TECHNICAL | MELINK, JOHN | CONVERTING |
| BECKSTROM, SCOTT | 3&4 P.M. | POTTER, STUART | H.R. |
| BERGMAN, ROGER | E. MTCE. | RANDALL, RICK | E. MTCE. |
| BOUSE, MIKE | 1&2 P.M. (B-CREW) | REANDEAU, LARRY | H.R. |
| BRACE, MIKE | UTILITIES (C-CREW) | SAVAGE, BES | #4 QUALITY OFFIC |
| CAMPBELL, DOUG | 1&2 P.M. | SCHNEIDER, MARK | ADMIN. BUILDING |
| CRIST, KAY | CONVERTING | SMILEY, TOM | #5 P.M. |
| CROWSON, JIM | M.I.S. | SOLBERG, SCOTT | F.E.W. |
| DEEDS. LANNY | STOCK PREP | SVENSON, JOHN | F.E.W. |
| DITEWIG, STEVE | PROD. PLANNING | TAYLOR, BILLY | H.R. |
| DITTRICH, NORM | PROD. PLANNING | THOMPSON, DAVE | CONVTG. (C-CRE |
| DUVALL, DAN | H.R. | VUYLSTEKE, KEITH | ENGINEERING |
| ERICKSON, RICK | H.R. | WALSH, FRANK | KRAFT MILL |
| FEHLEN, BOB | ADMIN. BUILDING | WARREN, CHARLY | ADMIN. BUILDING |
| GRANTHAM, AL | 3&4 P.M. | WHEELER, BARNEY | KRAFT MILL |
| HARRAH, BILL | H.R. | WINN, TIM | CONVERTING |
| HATHAWAY, C. | PURCHASING | WOOD, SHAWN | WEST MTCE. |
| HERTIG, JOE | H.R. | WOODS, MIKE | EAST MTCE. |
| HICKEY, DAN | GROUNDWOOD | ZAHARKO, RIC | F.E.W. |
| INDERGARD, KRIS | H.R. | | |
| JENDRO, JEFF | F.E.W. | PAYROLL | |
| KAY, DAVE | WEST. MTCE. | CLOCKROOM | |
| KIEPKE, GEORGE | CONVERTING | LOCAL 1097 | |
| LANG, CARL | WOODMILL | CLOCK ALLEY (20) | |
| LAPORT, WILL | WEST. MTCE. | CONVERTING (20) | |
| LARSON, KEITH | H.R. | | |
| LEE, ROLAND | H.R. | | |
| LEPIN, JIM | WEST. MTCE. | | |
| LUNDGREN, WALT | STOREROOM | | |
| MARTIN, VAUGHN | UTILITIES | | |
| MCELROY, CARL | KRAFT MILL | | |
| MCGUIGAN, TOM | EAST. MTCE. | | |

- USC** ▪ Agrees that management needs to conduct a proper investigation when damage is done to company or employee property, but **USC** wants assurance that future investigations will be conducted in a more responsible manner. During this particular investigation the employees were treated improperly. **USC** wants management to clear Manthe and Brown's names by informing other department employees that management did not have the evidence to implicate Manthe and Brown in the toolbox incident.
- MSC** ▪ Can not agree, we need to aggressively and confidentially investigate these situations, will continue to do so, and will be honest and protect people's dignity during course of investigation. An apology is not warranted. We were fulfilling our responsibility. We believe we can do better and are looking for ways and/or training methods to improve our procedures.
- USC** ▪ Not satisfied with **MSC** answer and will take grievances 98-45 and 98-46 to third step.

99-02: G. Anderson Overtime Assignment

- USC** ▪ Pointed out that Utility guidelines are well established in Mill – not sure if we have discussed application of guidelines with Woodmill.
- Carl Lang** ▪ Said that he moved the SRU into SRO job and that changed him in to the SRO classification – overtime was his. He was paid 8 hours uncompressed and 4 hours overtime.
- MSC** ▪ Suggested that this issue be deferred to the Scheduling Committee to determine steps to fill FH's, vacancies. Establish a scheduling guideline for **JSC** review.
- USC** ▪ Agreed.

99-01: L. Cottrell (Letter of Discussion)

- USC** ▪ Issue is that Letter of Discussion includes downtime, etc.
- MSC** ▪ Will modify letter by striking out "This flood also caused", and all bullets (attached letter).
- USC** ▪ Agreed that this should resolve grievance.

1. Change in Steam Plant Junior Assistant Duties for Barge Tie-Ups

- Vaughn Martin** ▪ Reviewed proposal to have Junior Assistant position help Chip Tester tie-up barges. Issue about who to call if Junior Assistant is not available.
- USC** ▪ Call-in Junior Assistant on days off.
- Vaughn Martin** ▪ Ok with this.
- Mark Schneider** ▪ Asked Vaughn to develop a call-in sheet for consistency.
- Larry Reandeau** ▪ Are there Coast Guard requirements?
- Carl Lang** ▪ No. We are going to train Junior Assistants on safety precautions.

2. Chip Test Progression Ladder Changes

- **Handout 2/28/99, 3/1/99**
- Carl Lang** ▪ Reviewed.
- USC** ▪ Only issue is that the 2 junior bumped employees go back to the Labor Pool, and are available for work elsewhere in Mill.

3. Kraft Mill Progression

- Mike Woods** ▪ Reviewed proposal. See attached.
- USC** ▪ No issues.

4. Unitizing Schedule

A. See handout.

Call in guidelines for additional truck loading help (driving).

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|-----|---|
| USC | <ul style="list-style-type: none"> ▪ 1st to call: Unit Operator. ▪ 2nd to call: Unit Coordinator. ▪ 3rd to call : Truck Door. |
|-----|---|

B. Continuation of work in the even of double-loading.

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| USC | <ul style="list-style-type: none"> ▪ No problem with Scheduling Committee Rec. on infrequent basis. May be different if it becomes a regular event. |
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5. Temporary Work Schedule (Ron Haynes)

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| USC | <ul style="list-style-type: none"> ▪ Issue is with his schedule and his pay. If doctor says Ron needs to work 10 hour days as some progression in his recovery, then we agree to it, but Ron is paid per contract – 8 hour ST, 2 HRS OT, and Meal Ticket. |
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| USC (continued) | <ul style="list-style-type: none"> ▪ From here on out, schedule for Ron can stay 4 – 10's without penalty (This is a short time request, for work hardening!!) If this is done at Ron's request, need to retroactively pay Ron per contract. Also, need to review guidelines – compliance to law, how it's working. |
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| Mark | <ul style="list-style-type: none"> ▪ Will inform Scott. MSC will review issue of retroactive pay. |
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6. Use of Same Last Names

- Discussed concerns – will be more sensitive in the future.

7. Administrative Suspensions

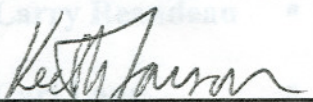
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| USC | <ul style="list-style-type: none"> ▪ Is concerned about suspensions without time off. |
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| MSC | <ul style="list-style-type: none"> ▪ Additional time off would be counter-productive on absentee problems, adds costs to Mill. |
|-----|---|

- USC
- People who had absence problems want to call their own shots. A person needs 2 weeks off. The Administrative Suspension is too low key. Need to get people's attention, 2 weeks off = 1 paycheck.
- MSC
- Will defer to Steering Group.

Next Meeting

- *Wednesday, March 17th, 1999*



Mgmt. Standing Committee

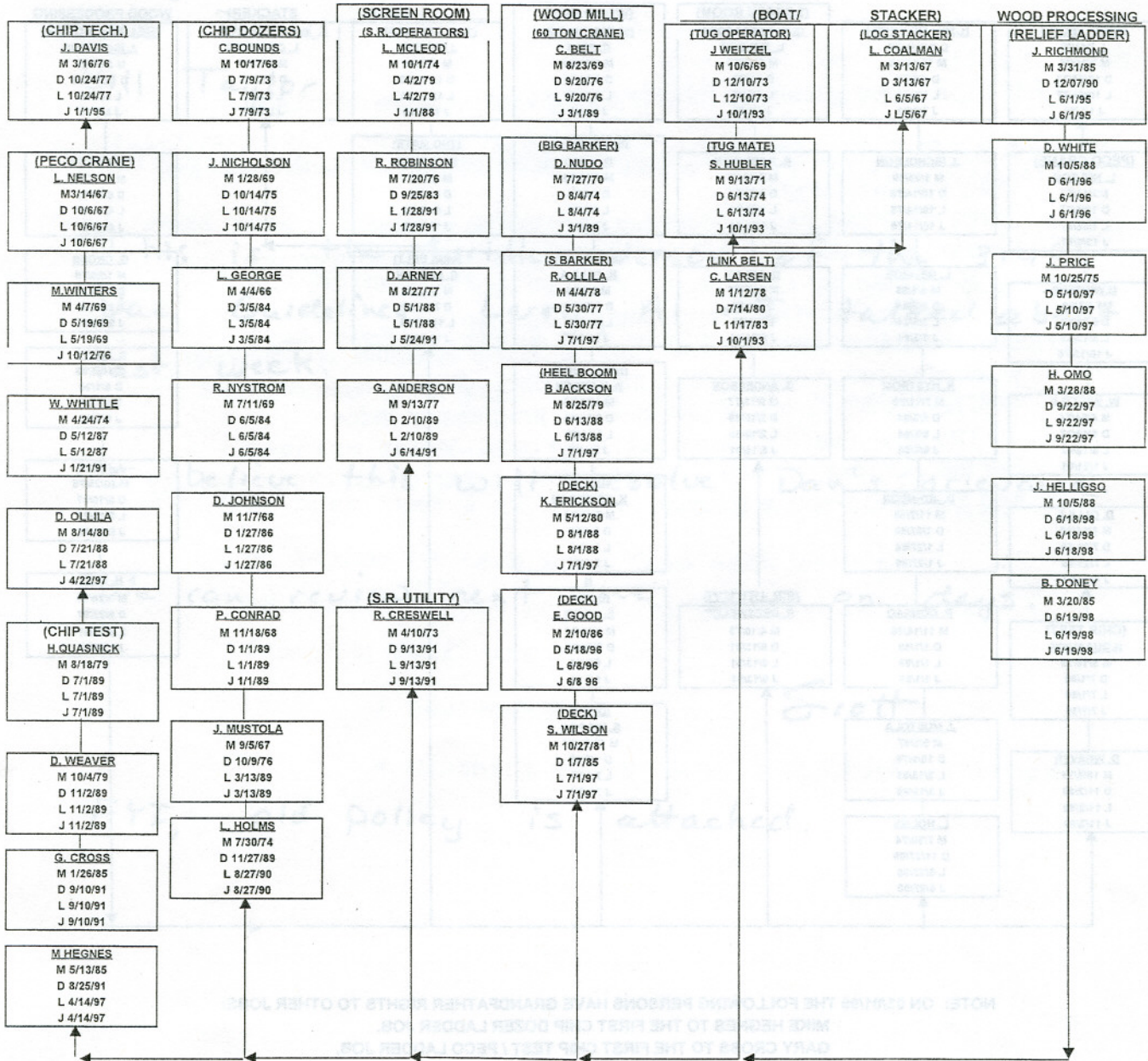
3-3-99
Date



Union Standing Committee

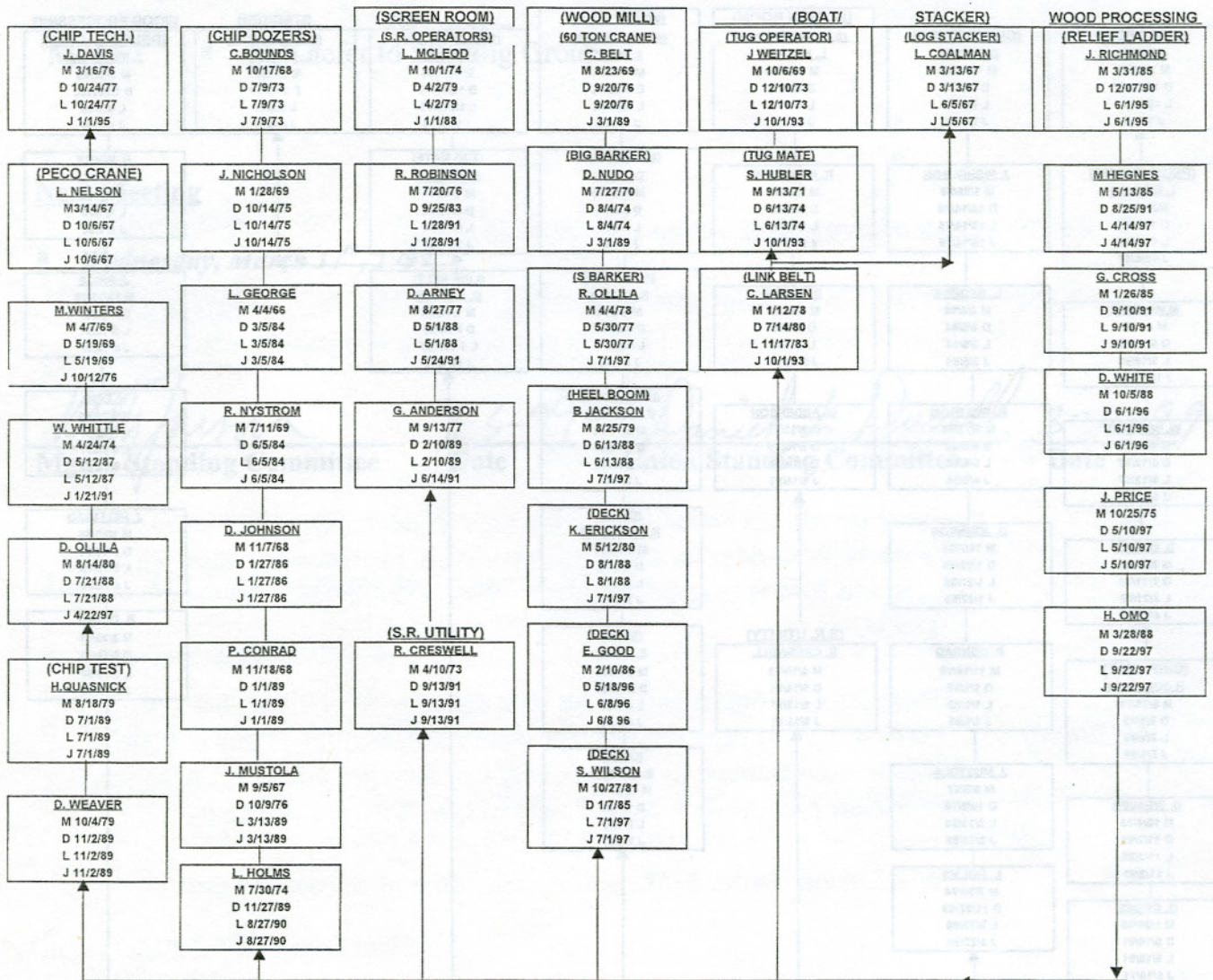
3-11-99
Date

WOOD PROCESSING DEPARTMENT PROGRESSION LADDERS AS OF 02/28/99



NOTE: CHANGES EFFECTIVE 03/01/99: (1) NIGHT CHIP TESTER JOB WILL BE ELIMINATED. GARY CROSS AND MIKE HEGNES WILL MOVE BACK INTO THE WOOD PROCESSING RELIEF LADDER INTO POSITION BASED ON THEIR DEPARTMENT SENIORITY. JAN HELLIGSO AND BRUCE DONEY WILL MOVE OUT OF THE WOOD PROCESSING RELIEF LADDER INTO THE MILL LABOR POOL.

WOOD PROCESSING DEPARTMENT PROGRESSION LADDERS AS OF 03/01/99



NOTE: ON 03/01/99 THE FOLLOWING PERSONS HAVE GRANDFATHER RIGHTS TO OTHER JOBS:
 MIKE HEGNES TO THE FIRST CHIP DOZER LADDER JOB.
 GARY CROSS TO THE FIRST CHIP TEST / PECO LADDER JOB.
 MIKE HEGNES TO THE SECOND CHIP TEST / PECO LADDER JOB.
 JAN HELIGSO TO THE FIRST WOOD PROCESSING RELIEF LADDER JOB.
 BRUCE DONEY TO THE SECOND WOOD PROCESSING RELIEF LADDER JOB.

***J. HELIGSO AND BRUCE DONEY MAY CONTINUE TO WORK IN THE DEPARTMENT (OUT OF THE MILL LABOR POOL) UNTIL SHANE WILSON IS ACCEPTED OR REJECTS THE OILER JOB HE IS BIDDING ON AND UNTIL OTHERS RETURN FROM FMLA OR LONG TERM DISABILITY.

2/12/99

Larry Reandean

Dan Duwall

Bill Taylor

This is the written version of the 3+4 PM
Vac. Guidelines Larry, Al + I talked about
last week.

I believe this will resolve Dan's grievance.

We can review next time you on days.

Scott

FYI, old policy is attached.

February 12, 1999

3&4 PM VACATION GUIDELINES

3&4 PM department guidelines for scheduling vacations are as follows:

1. A combined total of six vacations per week for both machine crews and utility pool will be granted.
 2. Three vacations per machine per week will be granted.
 3. One vacation per week will be granted from the following groups
 - Rewindermen
 - Clothing Coordinator and Material Handler
 4. During summer months when summer help is available, an additional week of vacation (total of four) per machine will be granted provided:
 - There are no other absences in the progression ladder
 - The added vacation does not cause overtime
- For this purpose, vacations will be granted based on red circled seniority and then first come, first serve.

Old Policy

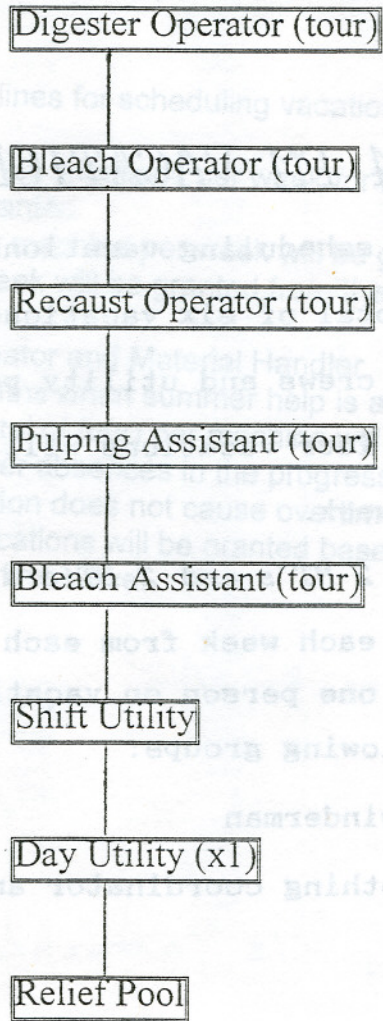
April 23, 1993

NUMBER 3 AND 4 PM VACATION GUIDELINES

Department guidelines for scheduling vacations will be as follows:

- * A combined total of six vacations per week for both machine crews and utility pool will be granted.
- * No more than four vacations will be granted per machine per week.
- * No more than 2 MT's and 2 BT's will be granted vacations on each week from each machine.
- * No more than one person on vacation per week from the following groups:
 - * Rewinderman
 - * Clothing coordinator and Clothing trucker

Existing Kraft Mill Progression Ladder

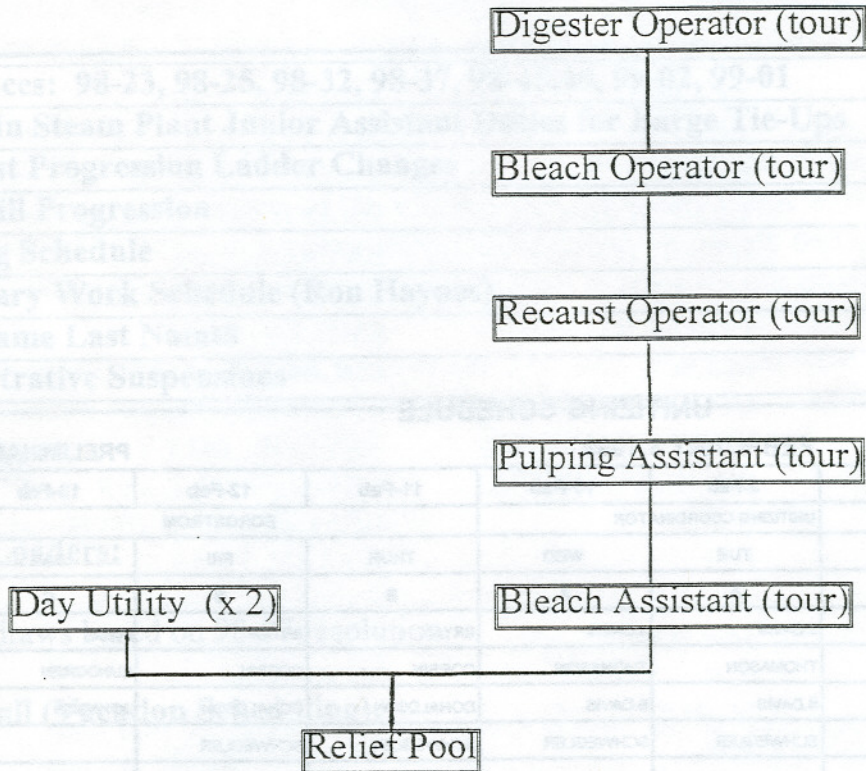


John Maxon is currently frozen at Day Utility.

The Shift Utility Job is often left vacant.

Mike Woods
2/15/99

Proposed Kraft Mill Progression Ladder



John Maxon is currently frozen at Day Utility. That makes him the incumbent for one of the newly defined Day Utility positions.

We will offer the second Day Utility position to employees in the existing Relief pool in order of their departmental seniority. If none of the employees in the existing Relief pool accepts the position, then we will post the job directly.

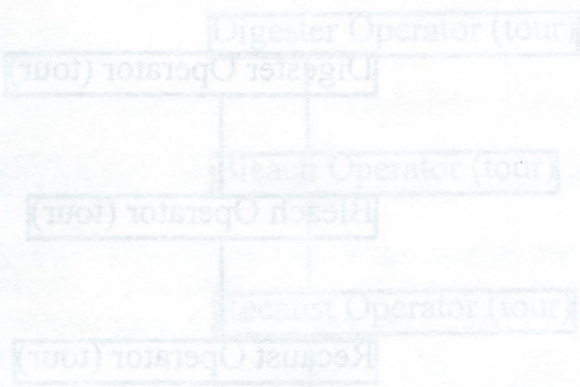
To fill future permanent openings at Day Utility, Relief employees will have first right of refusal based on their departmental seniority. Relief employees will not have the right to refuse a permanent promotion to Bleach Assistant.

Mike Woods
2/15/99

WE MAY ELECT NOT TO FILL SOME VACANCIES AT DAY UTILITY, BASED ON MANDOWER AVAILABILITY AND THE NEED FOR CLEANUP.

mgw
2/16/99

Proposed Kraft Mill Progression Ladder



UNITIZING SCHEDULE

DULE FOR THE WEEK OF:

FEBRUARY 8, 1999

PRELIMINARY

| | | 8-Feb | 9-Feb | 10-Feb | 11-Feb | 12-Feb | 13-Feb | 14-Feb |
|------|-------------|-----------------------|-----------|-----------|-----------|-----------|----------|----------|
| | | UNITIZING COORDINATOR | | | BORGSTROM | | | |
| | | MON | TUE | WED | THUR | FRI | SAT | SUN |
| CODE | UNITIZING | D | A | A | B | B | C | C |
| 1221 | UNIT. COORD | FILLMAN | J.DAVIS | J.DAVIS | BRYAN | BRYAN | PAGE | PAGE |
| 1222 | UNIT. OPER. | CHAMPLIN* | THOMASON | THOMASON | CORBIN | CORBIN | LUNDGREN | LUNDGREN |
| 1228 | TRUCK DOOR | COTTRELL | B.DAVIS | B.DAVIS | DONALDSON | DONALDSON | JOHNSON | JOHNSON |
| | TRAINING | SCHWEGLER | SCHWEGLER | SCHWEGLER | SCHWEGLER | SCHWEGLER | | |

UNIT 12. OPER DRIVES 100%
 TRUCK DOOR ASSISTS WHEN POSSIBLE
 UNIT. COORD. DRIVES ~ 20%

HIGH PRODUCTION

Mike Woods
 2/15/99

WE MAY SELECT NOT TO FILL SOME VACANCIES AT DAY
 UNIT, BASED ON MANDATED AVAILABILITY AND THE NEED
 FOR CURE...