

STANDING COMMITTEE MEETING

February 21, 1996

Present: Bob Fehlen, Jim Lepin, Kris Keeler, Norm Dittrich, Dan Duvall, Claude Weaver, Gene Dixon, Keith Larson, Carl Lang (Items 1 & 2), Tom Smiley (Items 1-3), George Brajcich, Bob Sullivan and Terri Opsahl.

Agenda:

1. Portable Chipper and Operator - Wood Processing
2. Wood Processing Progression Ladder
3. Trading Shifts #5 PM
4. Contract Printing Update
5. Meal Ticket Vendors
6. Request to Carry Over One (1) Floating Holiday
7. Special Floating Holidays taken in Hourly Increments
8. Yard Crew Vacation Relief Opening
9. 1996 Shoe Allowance
10. Lawson Problems
11. 16 Hour Rule
12. Medical Insurance Open Enrollment
13. 401 (k)
14. Quickstock Utility
15. Grievances 96-01, 95-27, and 95-28

1. Portable Chipper and Operator - Wood Processing:

CSC - Propose we bring a portable chipper in (non-mill) to chip extra wood. Should be about 1 week to get one in and (think it should take 60 days) should be here a maximum of 90 days. If it's more than 90 days - we would come back to this committee for more discussion.

USC - Our only concern is that we don't lay any of our people off due to this.

CSC - That won't happen.

2. Wood Processing Progression Ladder:

CSC - Have had a few retirements which has caused a concern about people moving out of the Relief Pool. Employee who has grandfather rights to progression but wants to stay in the Relief Pool instead of moving

CSC - Can an employee turn down the grandfather rights opening and retain their seniority in the Relief Pool?

USC - Yes.

CSC - If I'm senior in the Pool and I have grandfather rights to the Woodmill - want to take the screen room job - do I retain my grandfather rights to the Woodmill?

USC - Yes. We'll check with Accounting/Accounts Payable to see if that's possible. We'll make the changes on the meal tickets.

CSC - (see guidelines drafted for Wood Processing Relief Pool)

USC - Believe you shouldn't "require" someone to go into the ladder, but instead post that opening and fill that way. Agree with all proposed language with the exception to scratch "Item C" and revise "Item D" to post the opening in the ladder if no one in the Relief Pool accepts it.

USC - How did you set Mike Funk's seniority when the employee transferred from one progression ladder to another?

CSC - He bid from one ladder to another (by an open bid - choiceful), so his progression ladder seniority started over. Can the Screen Room Utility Relief work other positions?

USC - Only if all people in the pool are employed. Nobody is trained in Screen Room - that's the problem.

3. Trading Shifts #5 PM:

CSC - (See attached 9/4/91 Standing Comm. Minutes) This grievance stemmed from a Converting incident. Don't feel that when two people trade for convenience - other employees should be inconvenienced or their seniority impacted.

USC - We agree, therefore, we propose that the Company produce a "trade form" to be used millwide that limits shift trades to positions not seniority.

CSC - We have a form we are using on the paper machines currently.

USC - Propose we use this form millwide to request any and all personal shift trades with the noted alterations (see attached).

4. Contract Printing:

Joe Hertig says we should be receiving the books soon.

5. Meal Ticket Vendors: (See attachments)

CSC - HR created a form that's available in the Clockroom for employees to request additional restaurants be added to the meal tickets. Currently have 30 restaurants and we would like to reduce the number, instead of adding restaurants to the list.

USC - Propose we remove 5 restaurants from the meal tickets: Roy's Chuck Wagon Pizza Pizzaz, El Paraiso, Figaro's Pizza, and Lou's Place. Propose we add The Restaurant (Woodson) and K D.'s Korner Deli in Cathlamet. If the same people own both of the Pig

N Pancake Restaurants - can they combine the bill and allow employees to utilize either of the locations (thereby allowing another eating establishment in Seaside)?

CSC - We can check with Accounting/Accounts Payable to see if that's possible. We'll make the changes on the meal tickets.

6. Request to Carry Over Floating Holiday:

(See attached form)

Kay Crist, with the help of Payroll, developed a form to help track tracking of floating holidays.

USC - Okay, if this is used millwide (need to be consistent).

CSC - Checked with Payroll and this draft meets all of their needs if it has your blessing. Will distribute through the Payroll dept. to everyone who pays employees. Need to communicate through the weekly newsletter this "new" contract benefit.

7. Special Floating Holidays Taken in Hourly Increments:

(See attachment - drafted by Scheduling committee)

USC - Agrees to accept these guidelines as proposed.

8. Yard Crew Vacation Relief Opening:

CSC - Job opening will occur soon and want to confirm that the pay is not at the Operator pay, but instead at the Laborer rate (\$14.775).

USC - Pay rate of pay for the job they are performing. Operator rate is paid when they are doing operator job, laborer rate when they are doing cleanup work.

9. 1996 Shoe Allowance:

(See attachment - draft) CSC - We agreed to go back to the original way we were handling shoe reimbursements. Will copy all bulletin boards, hand out with pay checks, etc.

10. Lawson Problems:

CSC - We need some specifics as to the problems we are having with the Lawson system so we can discuss as a committee. We'll put together a committee and report back to the Standing Committee.

11. 16 Hour Rule:

(Attach policy Section 15:B) Reminder that we have a 16 hour rule in effect at this mill. No employee is to work in excess of 16 hours Flood circumstances was the exception. Need to remind people/make them aware of this policy.

12. Open Enrollment:

CSC - Put out a reminder that open enrollment is underway. In the past we only had to notify those people who were on Kaiser and SelectCare, however, this time everyone will need to sign the form allowing Payroll to withhold medical contributions. Having good response so far.

USC - Insurance Committee will personally contact each person who hasn't signed up by Mar. 1.

13. 401 (k):

USC - Intent was that the Union would self-administer and Company would only handle the payroll deductions, sign-ups, etc. Committee is working on the legalities and will be getting back together as a committee.

CSC - It is our desire that the Union self-administer so you can get best benefits you need. We will support it the best we can, but need to know what expectations you have of us to make this happen.

14. Quikstock Utility:(See attachment)

CSC - Since the last time this committee got together we had a document and after further discussions we scrapped that one and have a new proposal. I believe it addresses the issue of two people working the same work and getting paid at different rates of pay. Propose that we finish discussing at Shop Steward's meeting and bring back to this committee for final approval.

15. Grievances:

Grievance 96-01:

USC - Shift Millwright on S&A, went on vacation, rules and regs. under compressed work week language, relief off when known in advance (excluding vacations) would receive compressed rate of pay. Our position is the relief person should be paid the blue slip rate of pay. No difference in pay - ultimately.

CSC - Granting vacation to the employee was an additional benefit to provide money to keep him whole for part of the time he was off - he would have not taken the vacation if hadn't been off on S&A. Vacation was not his primary reason for being off - helped monetarily. Don't feel this fits the intent of the language.

USC - Will talk to some members of the Compressed Language Committee. Discuss at next meeting.

Grievance 95-27: (See memo dated 1/29/96 by John Svenson)

USC - No problems, concur with this, however, it now becomes policy and need to get this info. out to employees.

Grievance 95-28: (See attached Union Proposal)

CSC - We will put together groundrules to follow with these examples, however, this applies only in this department. We can come back to revisit the final draft to this committee. Bob Fehlen will call Payroll to pay off this grievance.

NEXT STANDING COMMITTEE MEETING - MARCH 20, 1996



Management Standing Committee Rep.



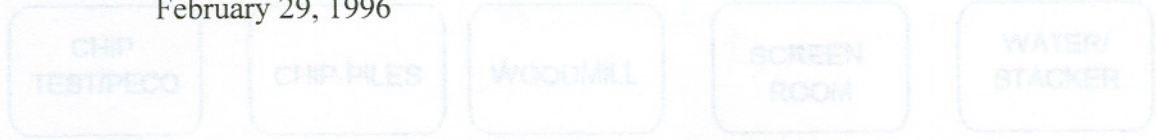
Union Standing Committee Rep.

Item # 2

2/21

WOOD PROCESSING DEPARTMENT
PROGRESSION LADDERS

February 29, 1996



MEMORANDUM OF UNDERSTANDING

The following understanding and revision to the February 15, 1995 procedure was agreed upon at the January 17, 1996, Standing Committee meeting:

When an employee is notified, in writing, that their job will be eliminated, the employee will be given **14 calendar days** 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."

Kathy Johnson
Management Standing Committee Rep.

Gene Dixon
Union Standing Committee Rep.

WOOD PROCESSING DEPARTMENT
PROGRESSION LADDERS

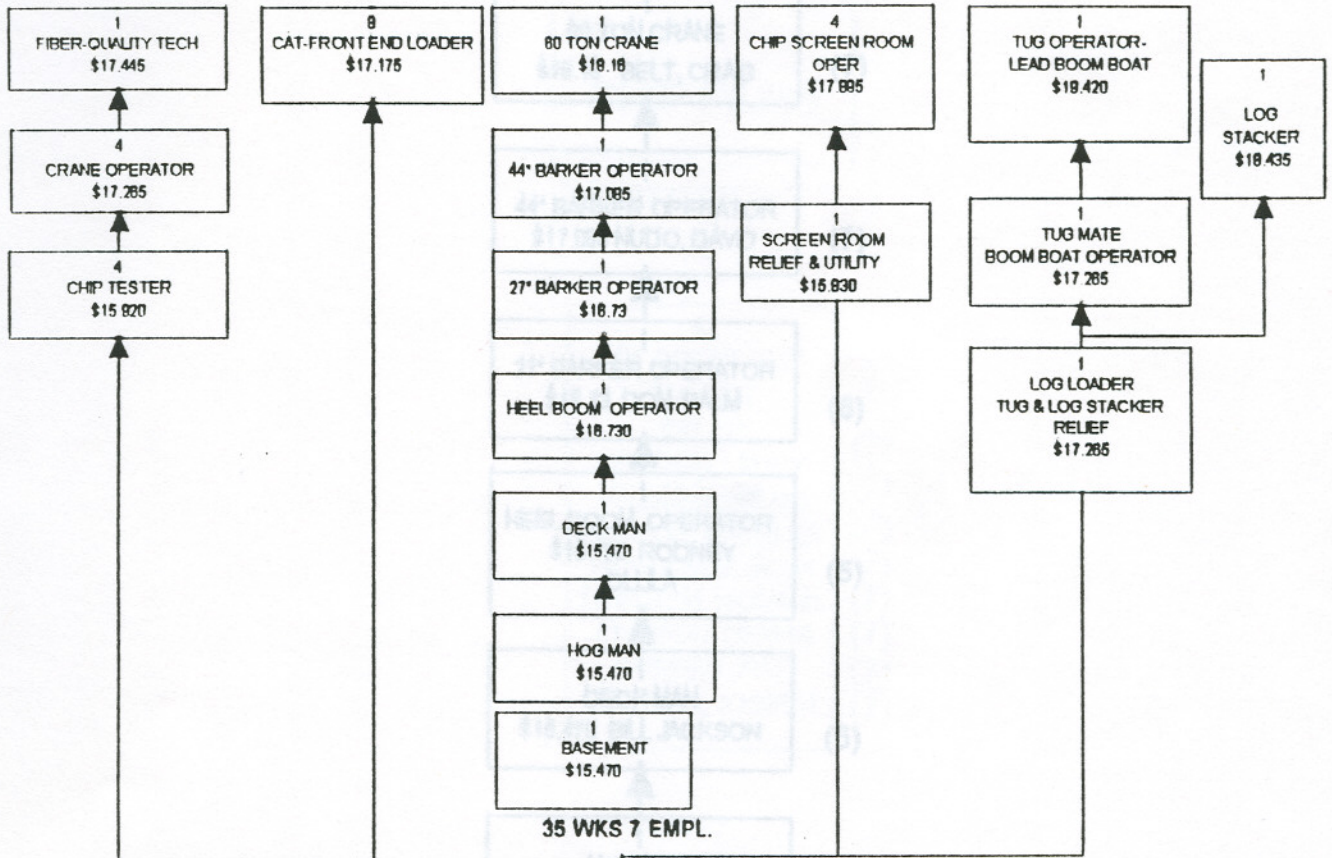
CHIP
TEST/PECO

CHIP PILES

WOODMILL

SCREEN
ROOM

WATER/
STACKER



50 WKS
9 EMPL.

58 WKS
8 EMPL.

35 WKS 7 EMPL.

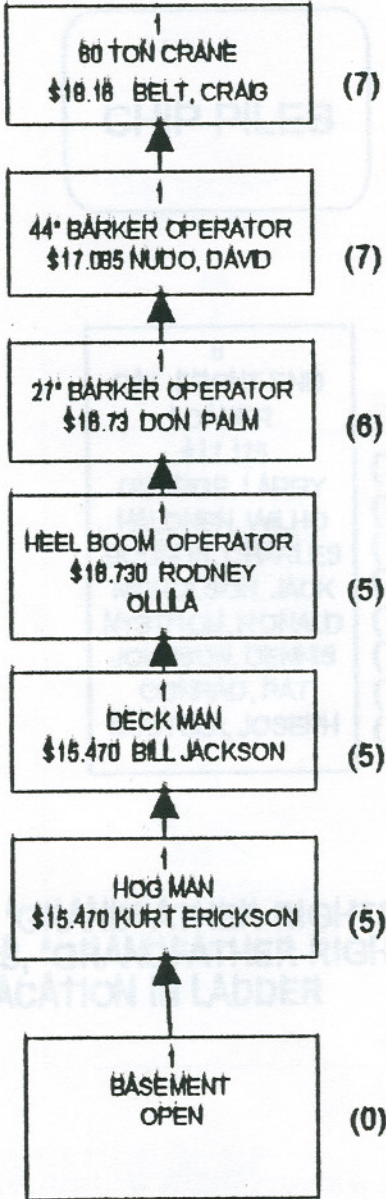
27 WKS
5 EMPL.

25 WKS
4 EMPL.

WOOD PROCESSING RELIEF POOL
5 EMPLOYEES 23 WKS
2 OPEN 10 WKS
197 WKS VACATION IN PROGRESSION
228 TOTAL WEEKS VACATION

EARL GAPPANA RETIRING 2/21/96 OUT OF 27' BARKER.
PROGRESSION & VACATION
JEANETTE RICHMOND "GRANDFATHER RIGHTS" TO PROGRESSION
NOW IN "WOOD PROCESSING RELIEF POOL".
JEANETTE RICHMOND "GRANDFATHER RIGHTS" TO PROGRESSION
NOW IN "WOOD PROCESSING RELIEF POOL".
35 WEEKS VACATION IN LADDER

WOODMILL



- * EARL RAAPPANA RETIRING 2/2/98 OUT OF 27" BARKER.
- * PROGRESSION SHOWS SAME.
- * SHANE WILSON "GRANDFATHER RIGHTS" TO PROGRESSION NOW IN "WOOD PROCESSING RELIEF POOL".
- * JEANETTE RICHMOND "GRANDFATHER RIGHTS" TO PROGRESSION NOW IN "WOOD PROCESSING RELIEF POOL".
- * 39 WEEKS VACATION IN LADDER

CHIP
TEST/PECO

CHIP PILES

8
CAT-FRONT END
LOADER
\$17.175
GEORGE, LARRY
HALONEN, WILHO
BOUNDS, CHARLES
NICHOLSON, JACK
NYSTROM, RONALD
JOHNSON, DENNIS
CONRAD, PAT
MUSTOLA, JOSEPH

(7)
(7)
(7)
(7)
(7)
(7)
(7)
(7)

‡ LYNN HOLM, "GRANDFATHER RIGHTS TO PROGRESSION LADDER:
‡ MIKE HEGNES, "GRANDFATHER RIGHTS TO PROGRESSION LADDER"
‡ 56 WEEKS VACATION IN LADDER

CHIP
TEST/PECO

1
CHIP TECHNICIAN
\$17.44 JOHN DAVIS

(6)

4
CRANE OPERATOR-CHPS
\$17.215
NELSON, LYNN
WINTERS, MICHAEL
WHITTLE, WESLEY
BAER, NORMAN

(7)

(7)

(6)

(5)

4
CHIP TESTER
\$15.820
OLLILA, DARLENE
QUASCHNICK, HOLLY
WEAVER, DALLAS
CROSS, GARY

(5)

(5)

(5)

(4)

* NORM BAER TO RETIRE IN '96
NO "GRANDFATHERED" EMPLOYEES IN LADDER

* 50 WEEKS VACATION IN LADDER

* 27 WEEKS VACATION IN LADDER

SCREEN ROOM

4
CHIP SCREEN ROOM
OPERATOR
\$17,885
ROBINSON, RICHARD (5)
MCLEOD, LARRY (6)
ARNEY, DAVID (5)
ANDERSON, GLENN (5)

(5)
(6)
(5)
(5)

1
SCREEN ROOM RELIEF
& UTILITY
\$15,830
CRESWELL, ROBIN (6)

(6)

* NO EMPLOYEE "GRANDFATHERED" IN PROGRESSION.
ALL "WOOD PROCESSING RELIEF POOL" EMPLOYEES MUST BE WORKING
IN A PROGRESSION LADDER WITHIN WOOD PROCESSING BEFORE SCREEN ROOM RELIEF & UTILITY CAN BE SENT TO LABOR POOL AND DRAWN BACK OUT TO WORK IN ANOTHER WOOD PROCESSING PROGRESSION FOR FULL WEEK.

* 27 WEEKS VACATION IN LADDER

WOOD PROCESSING
RELIEF POOL

NAME	DATE	GRANDFATHERED TO
S. WILSON	3/1/83	WOODMILL
L. HOLM	4/27/90	CHIP DOZER
M. FUNK	12/7/90	WATER/STACKER
J. RICHMOND	12/7/90	WOODMILL
R. ROBINSON	9/1/91	CHIP DOZER
M. HIGGINS	12/25/91	CHIP DOZER

**WATER/
STACKER**

1
TUG OPERATOR
LEAD BOOM BOAT
\$18,420 WEITZEL, JOHN (7)

1
LOG LOADER
\$18,435
LEE COALMAN (7)

1
TUG MATE
BOOM BOAT OPERATOR
\$17,285 HUBLER, STEVEN (6)

1
LOG LOADER
(TUG & LOG STACKER
RELIEF) \$17,285 LARSEN,
CLINTON (5)

NAME	CHIP DOZERS	WATER/STACKER
S. WILSON		X
L. HOLM	X	X
M. FUNK	X	X
J. RICHMOND	X	X
M. HIGGINS	X	X
OPEN	(2 TR)	(2 TR)
OPEN	(2 TR)	(2 TR)

* MIKE FUNK, - "GRANDFATHER RIGHTS"
NOW IN "WOOD PROCESSING RELIEF POOL."
* RON ROBINSON- "GRANDFATHER RIGHTS"
* 26 WEEKS VACATION IN LADDER

WOOD PROCESSING RELIEF POOL

	<u>LADDER PROGRESSION</u>	<u>MILL SENIORITY</u>	
S. WILSON	3/1/89	10/17/81	GRANDFATHERED TO WOODMILL
L. HOLM	8/27/90	7/30/74	GRANDFATHERED TO CHIP DOZER
M. FUNK	12/7/90	6/15/78	GRANDFATHERED TO WATER/STACKER
J. RICHMOND	12/7/90	3/21/85	GRANDFATHERED TO WOODMILL
R. Cregwell	9/11/91		
M. HEGNES	12/25/91	5/13/85	GRANDFATHERED TO CHIP DOZER

TRAINING

<u>TRAINING</u>	<u>SCREEN ROOM *UTILITY ONLY</u>	<u>CHIP TEST/PECO *CHIP TESTS ONLY</u>	<u>CHIP DOZERS</u>	<u>WATER/ WOODMILL STACKER</u>
S. WILSON	X	X		X X
L. HOLM	X	X	X	X
M. FUNK	X	X	X	X X
J. RICHMOND	X	X		X
M. HEGNES	X	X	X	X
OPEN	(2 TRN)	(2 TRN)		(2 TRN)
OPEN	(2 TRN)	(2 TRN)		(2 TRN)

2004
#3
7000
x made
2/1/01
Standing Committee

Standing Committee Meeting Minutes
September 14, 1991

GUIDELINES

Those in attendance: Jim Jedd, Linda Payne, Larry Beaudreau,
Bill Taylor, Gene Orvell, Gene
Dixon, and

WOOD PROCESSING RELIEF POOL

1. "Grandfathered rights" will be handled as per contract.
 - a. Once a position in the "Grandfathered" job comes open the senior "Grandfathered" employee is asked once if he wants the position.
 - b. If he refuses it then later becomes senior employee in the pool and a job in that progression comes open he may/may not again apply for it.
2. Moving out of Relief Pool will be handled as follows:
 - a. When a job in any progression is open and there is no "Grandfathered" employees, the employee with the most ladder seniority in the pool will be offered the job.
 - b. An employee can take a blue slip in the open progression and still take his "Grandfathered Rights" job in another progression later.
 - c. The senior employee in the pool, when passing up an opening will have only one chance at that progression line even though he may be senior when the next job in that ladder comes open.
 - d. The bottom relief person in the pool can be "required" by management to take an open job.

Item #3

Tom S.

Scanned
2/1/91
STANDING COMMITTEE

Standing Committee Meeting Minutes
September 4, 1991

Those in attendance: Jim Cadd, Linda Raynor, Larry Reandeau, Bill Taylor, George Brajcich, Kris Keeler, Trisha Norvell, Gene Dixon, and Mike Wendling.

Items Discussed:

1. Walkthrough - Maintenance Shops
2. Maintenance Apprentice Selection
3. Department of Transportation Random Drug Testing
4. Training - Unitizing
5. Tardy Policy - Converting
6. Vacations
7. Sixteen Hour Rule
8. Assignment of Toilet Tissue Employees to Napkins
9. Trading Shifts

Walkthrough of Maintenance Shops:

The Standing Committee conducted a walkthrough of the Maintenance Shops.

Maintenance Apprentice Selection:

The Standing Committee reviewed the Apprentice Selection Process which will be in effect 4/1/92. While there are no major changes from the current selection system, this review presents the opportunity to discuss the selection process. Since there are some union concerns as to the application of seniority and qualifying applicants, it was decided to discuss the selection process with the Maintenance Superintendents before finalizing any changes.

Department of Transportation Random Drug Testing:

In order to comply with the Federal Department of Transportation random drug testing requirements; effective 10/01/91 random drug testing will be required for Wauna Mill Tug Boat Operators and highway Truck Drivers. Substance Abuse Management will handle the drug testing.

Training - Unitizing:

The Standing Committee was informed about a Unitizer Operator who is receiving additional training to become qualified as the Unitizer Coordinator. It is anticipated that the additional training will provide the opportunity to qualify the employee and avoid freezing.

Tardy Policy:

The Standing Committee discussed the Converting tardy policy which is documented by a letter dated 10/16/89. This policy does not represent what the Standing Committee believed was the tardy policy in Converting. We then began discussing tardy and absentee policies in general across the mill and concluded there was more inconsistency than clarity. It was suggested that Mike Wendling and Linda Raynor outline a possible millwide absenteeism policy according to the Labor Agreement guidelines. We will continue to discuss this at the next meeting. The question was raised whether the Converting Department has a policy and guidelines book that is unpublished rules for Converting employees?

Vacations:

It was suggested that through these minutes, departments be reminded that a vacation is to be seven consecutive days. Apparently there have been vacations granted with less than seven days off.

Sixteen Hour Rule:

There are no changes to the sixteen hour rule but is restated below for future consideration.

Anyone who works at Wauna for 16 consecutive hours or 16 hours in a 24 hour period will be given an 8 hour rest before working again. However, an employee who has worked an 8 hour shift and is asked to return after 8 hours rest will be allowed to work a sixteen hour period, provided the employee was scheduled or received enough notice in order to rest before working the 16 hour shift.

Assignment of Toilet Tissue Employees to Napkins:

There has been some curtailment of the Toilet Tissue operations. During these curtailments, the employees have been re-assigned to the Napkin Department. In the past, during curtailment, employees are re-assigned through the Labor Pool. The Labor Pool assignments, where possible, have assigned the senior people to the more desirable and higher paying Maintenance Helper positions if available. While the company maintains there is no contractual requirement to assign Labor Pool designated employees to specific jobs, the Company will consider job assignments as we have in the past.

Trading Shifts:

The Standing Committee discussed the Labor Agreement intent, in the case where employees at the same job classification trade shifts, and there are multiple people in the job classification. The question is what seniority rights do employees have when they have agreed to a trade and work on a different crew.

10/15

Sheet

MEAL TICKET VENDOR PAYMENTS - 12 MONTHS

2-18-91

VENDOR NAME	LOCATION	AMOUNT	% OF TOTAL
WES			8.14%
FULT			8.07%
THE			8.23%
THE LOGGER	KNappa OR	\$7,423.55	8.07%
HUMPS			8.23%
PIG			8.99%
CLATSKANIE MINI MART	CLATSKANIE OR	\$8,076.25	8.97%
THE DUTCH CUP	ASTORIA OR	\$5,940.50	6.57%
HOUSE OF CHAN	ASTORIA OR	\$5,904.75	6.52%
GOLDEN PALACE	ASTORIA OR	\$5,800.00	6.44%
THE SHIP	ASTORIA OR	\$5,700.00	6.31%
THE T	NEW WA		
TOM			
THE NEIGHBORHOOD CAFE	RAVIER OR	\$2,920.00	3.30%
WICKIUP INN	SPENSON OR	\$2,755.50	3.25%
BUNDY'S	CLATSKANIE OR	\$2,711.50	3.22%
IZZY'S PIZZA	KELSO WA	\$1,421.50	1.90%
THE	LONGVIEW WA	\$2,315.75	2.90%
WEL	CLATSKANIE OR	\$2,117.50	2.78%
CHAP	KELSO WA	\$2,015.50	2.65%
KESI	WA	\$1,600.25	2.15%
THE	OR	\$1,725.50	2.41%
BIG CREEK	OR	\$1,507.75	2.23%
HENRI'S	LONGVIEW WA	\$522.00	0.69%
RANCH HOME	CATHLAMET WA	\$501.25	0.61%
ROY'S CHUR	LONGVIEW WA	\$485.75	0.60%
ROSE'S CAF	CLATSKANIE OR	\$359.50	0.33%
WARRE	ST HELENS OR	\$303.00	0.32%

The Standing Committee agreed that one does not trade his seniority. Therefore, on-shift promotions would be given to the senior operator in the job class even though he is there as a result of a trade from another shift.

The next Standing Committee Meeting will be on 10/16/91.

M. L. Wendling
Company Representative

Harold L. Payne
Union Representative

JRCORP:Wauna-
MLW/to
File:

- cc: Standing Committee
- Wauna Steering Group
- Shop Stewards
- Department Heads
- Payroll
- Local 1097
- Kay Crist
- Jamie Baker

Item #5

MEAL TICKET VENDOR PAYMENTS - 12 MONTHS			2-15-96
VENDOR NAME	LOCATION	AMOUNT	% OF TOTAL
WEST MART	WESTPORT, OR	\$26,504.50	21.68%
FULTANO'S PIZZA	CLATSKANIE, OR	\$10,145.70	8.30%
THE SIZZLER	LONGVIEW, WA	\$7,503.75	6.14%
THE LOGGER	KNAPPA, OR	\$7,423.35	6.07%
HUMPS RESTAURANT	CLATSKANIE, OR	\$6,396.50	5.23%
PIG-N-PANCAKE	ASTORIA, OR	\$6,099.00	4.99%
CLATSKANIE MINI MART	CLATSKANIE, OR	\$6,076.25	4.97%
THE DUTCH CUP	ASTORIA, OR	\$5,949.50	4.87%
HOUSE OF CHAN	ASTORIA, OR	\$5,604.25	4.58%
GOLDEN PALACE	ASTORIA, OR	\$5,301.00	4.34%
THE SHIP INN	ASTORIA, OR	\$4,168.75	3.41%
THE PANTRY	LONGVIEW, WA	\$3,307.25	2.70%
TOM & JERRY'S	WAUNA, OR	\$2,972.50	2.43%
THE NEIGHBORHOOD CAFE	RAINIER, OR	\$2,920.00	2.39%
WICKIUP INN	SVENSON, OR	\$2,755.50	2.25%
BUNDY'S	CLATSKANIE, OR	\$2,711.50	2.22%
IZZY'S PIZZA	KELSO, WA	\$2,421.50	1.98%
THE MASTHEAD	LONGVIEW, WA	\$2,315.25	1.89%
WEIGANT'S SENTRY	CLATSKANIE, OR	\$2,147.50	1.76%
CHARLIES RESTAURANT	KELSO, WA	\$2,015.50	1.65%
KESLERS RESTAURANT	KELSO, WA	\$1,896.25	1.55%
THE BERRY PATCH	WESTPORT, OR	\$1,725.50	1.41%
BIG CREEK TAVERN	KNAPPA, OR	\$1,507.75	1.23%
HENRI'S	LONGVIEW, WA	\$522.00	0.43%
RANCH HOUSE	CATHLAMET, WA	\$501.25	0.41%
ROY'S CHUCKWAGON	LONGVIEW, WA	\$485.75	0.40%
ROSE'S CAFE	CLATSKANIE, OR	\$399.50	0.33%
WARREN COUNTRY INN	ST. HELENS, OR	\$393.00	0.32%
LABOR TEMPLE CAFE	ASTORIA, OR	\$87.00	0.07%
EL PARAISO	KELSO, WA	\$21.75	0.02%
		\$122,278.80	100.00%

CC: Standing Committee
T. Trahan
B. Colby
S. Courtney
T. Opsahl
Clockroom

Item #5

Item #6

REQUEST TO CARRY OVER FLOATING HOLIDAY

MEAL TICKET REQUEST FOR ADDITIONAL RESTAURANTS
FEBRUARY 1996

to be carried over will be. Please circle one choice.

NAME OF RESTAURANT CITY REQUESTERS NAME

RESTAURANT AT WOODSON GARY WEIR

WESTLAKE CHINESE SEASIDE DENNIS BOYLE

MAZATLAND (MEXICAN) SEASIDE DENNIS BOYLE

K.D.^S KORNER DELI CATHLAMET RON GRANN

Employee's Signature

Check Number

Language

An employee may request, in writing, during the contract year, to defer to the next contract year, one personal Special Floating Holiday earned but not taken. The approved request to carry over a personal special may be canceled by the employee.

agreement beginning April 1, 1996. This Memorandum of Agreement may be renewed or modified by mutual agreement, and may be terminated, after the first year, at the written request of either party upon 30 days notice.

It is agreed that the intent of this agreement is to allow one (1) special Personal Floating Holiday to be carried over from the 1996 year to 1997.

REQUEST TO CANCEL CARRY OVER OF FLOATING HOLIDAY

I wish to cancel the above request to carry over a floating holiday to the 1996-97 contract year.

Employee's Signature

Check Number

cancelform 2/2/96

REQUEST TO CARRY OVER FLOATING HOLIDAY

DATE: _____

I request to carry over one (1) floating holiday to the 1996-97 contract year. Hours to be carried over will be: Please circle one choice.

- a. 8 hours (for day workers only)
- b. 10 hours (for compressed workers only)
- c. 12 hours (for compressed workers only)

CONDITIONS:

1. This floating holiday is not actually "deferred" until 4/1/96 and may be used prior to 3/31/96 if needed.
2. Form must be signed and dated by employee and given to proper person. (IE: scheduler in your area who will forward it to payroll).
3. Deferred floater must be eight (8) hours for day workers and ten (10) hours or twelve (12) hours for compressed workers.

Employees Signature

Clock Number

Language:

An employee may request, in writing, during the contract year, to defer to the next contract year, one personal Special Floating Holiday earned but not taken. The approved request to carry over a personal Special may be canceled by the employee.

The parties agree that this Memorandum of Agreement will be in effect for the first year of this agreement beginning April 1, 1996. This Memorandum of Agreement may be renewed or modified by mutual agreement, and may be terminated, after the first year, at the written request of either party upon 30 day's notice.

It is agreed that the intent of this agreement is to allow one (1) Special Personal Floating Holiday to be carried over from the 1995 year to 1996.

REQUEST TO CANCEL CARRY OVER OF FLOATING HOLIDAY

I wish to cancel the above request to carry over a floating holiday to the 1996-97 contract year.

Employees Signature

Date:

Item #67

1/25/96

Special Personal Floating Holidays -- Taken In Hourly Increments

Guidelines for Administration

"D R A F T- 3 for Discussion at 1/25/96 Meeting"

The following Memorandum of Agreement as incorporated into the Final Settlement of the 1995 Contract was developed to enable employees the opportunity to use floating holiday hours as a way of maintaining compensation when formerly they would not be paid for granted time off.

Memorandum of Agreement:

SPECIAL PERSONAL FLOATING HOLIDAYS IN LIEU OF GRANTED TIME OFF

Employees may request to take hours earned as Floating Holidays in one hour increments, including multiples of one hour, subject to the following:

- The maximum number of the floating hours so requested must be less than that of the employee's scheduled work day.
- The employee's request may be approved or denied at the discretion of the Supervisor.
- The Company may cancel an approved request without the payment of penalties to the employee, due to the cancellation.

It is agreed that the intent of this agreement is to afford employees the opportunity to use floating holidays as a way to maintain compensation during periods that are uncompensated granted time off.

The parties agree that this Memorandum of Agreement will be in effect for the first year of this agreement. This Memorandum of Agreement may be renewed or modified by mutual agreement, and may be terminated, after the first year, at the written request of either party upon 30 day's notice.

While the above memorandum in large measure speaks for itself, following are some recommended guidelines to consider when administering requests covered by this memorandum:

1. Even though requests should be made as soon as practical, the thirteen (13) day advance notice provisions contained in Section 14 - Holidays, G (2),d, do not apply to requests made under this memorandum. Moreover, merely making a request in advance does not guarantee that the request will be granted.
2. The expectation is that supervisors should use the same judgment to grant floating holidays in hourly increments as they would use to grant time off without pay. If granting the request places the productivity of the operation at risk, the request should not be granted.
3. The employee arranges coverage for himself, subject to the supervisors approval and in accordance with department guidelines i.e. person in classification first, etc. The incoming mate who agrees to cover the Special Personal Floating Holiday does not receive Call Time Penalty Pay, will be paid at the Blue Slipped Rate for the time spent covering for his mate and will be eligible for a Meal Ticket as per the Labor Agreement.
4. Special Personal Floating Holidays will not be scheduled on the department's weekly schedule.
5. Applies to "Discretionary" time off and is not intended for "emergency leave requests".

Item #9

Item #14

February 21, 1996

TO: Wauna Hourly Employees

FROM: Keith Larson, Human Resource Department
Beth Colby, Payroll Department

SUBJ: 1996 Shoe Allowance

Reimbursement for the 1996 shoe allowance is now available. The shoe allowance reimbursement policy has changed for 1996. The new negotiated reimbursement amount of \$70.00, will require receipts in order not to be reported as taxable income to the employees. Listed below are the new procedures for receiving shoe allowance reimbursement.

- Submit original receipt for shoe purchase to the payroll department. Receipts must include the description of shoes (i.e. ANSI Rating), date of purchase, amount of purchase, name of store, employees name and clock number
- Receipts are to be submitted to the payroll department. Envelopes will be available in the clockroom and Human Resource Department for your convenience.
- Reimbursement for your shoe purchase will be on the pay period that the receipt is received in, if the receipt is submitted prior to the last Friday in the pay period. Any receipts submitted after the Friday date will processed in the next pay period.
- Reimbursement will be included on your regular bi-weekly check. The reimbursement will not be taxable income.
- Receipts will be accepted for 1996 until January 2, 1997. Employees with a remaining balance for 1996 will have the balance rolled over to their 1997 allowances. Please note that rollovers are for one year only. Example: 1996 to 1997, 1997 to 1998 etc.
- Shoe balances are available on the Employee Access System. The balances are located on the first screen after you log into the system.

If you have any questions, please feel free to contact the payroll department at Ext. 3217.

cc: R McEwen
C Puzey
G Johnson
M Hoover
R Pohl

Item #14

FOR INPUT BY
TEAM LEADERS
SHOP STEWARDS
BY

Wed 2-21-96
MJD

DRAFT

TO: Folded Operating Crews

2-16-96

SUBJECT: " Quik Stock Utility"

Effective , we will schedule as follows:

- A extra **Annex Operator** will be assigned to:
 - Handle QS loads, and responsibilities associated with the former "QS utility".
 - Supply tops & bottoms to appropriate machines.
 - Bring QS supplies to/ take away items to support machines running.
 - Relieve machines, when appropriate, for continuous run purposes.

This **Annex operator** would be paid Annex rate, and the call-in guidelines would apply when needed. The Adjustor group will no longer have QS utility work as a main work task. However, the Adjustors will continue their support role, by assisting operators when the need arises. (ie. If a adjustor is driving a empty lift truck by a QS machine, and a load is ready, it is appropriate that the adjustor would support the operators by taking the load to the stretch wrap unit).

Business conditions will dictate the necessity of this work.

Input for this scheduling change was derived from the 1-17-96 Standing Committee mtg., the 1-30-96 Converting Shop Stewards mtg, Converting Team Leaders, as well as Operators and Adjustors.

Norm Dittrich

- cc: R McEwen
C Puzey
G Johnson
M Hoover
R Pohl

Reid 1-25-96
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95-28 Union Proposal

When production from a machine or piece of equipment is stopped from normal operations, it will be considered curtailed.

"Definition of normal operations"

Machines or equipment that run 24^{hrs} per day 365 days per year, with the exceptions of scheduled maintenance downs, spring and/or fall downs, holidays and unscheduled mechanical, electrical or operational down time.

Example: 1

If it is known to the scheduler in advance (Friday before 3^{PM}) that there will be a two day production stoppage scheduled for the next ^{week} and the plan is to not work anyone during the stoppage, the scheduler would schedule by seniority, three crews to work five eight hour shifts ^{for} or hours available.

Example: 2

If it is not known to the scheduler in advance then the rule for curtailment of up to 48 hours would apply.