

Standing Committee Meeting

February 6, 1991

Agenda Items:

1. Walk-Thru; Stock Prep.
2. Compressed Language
3. Meal Tickets
4. Harassment
5. Training; #1&2 PM
6. KM Call In
7. Clockroom Relief
8. Groundwood Pay
9. Secondary Treatment
10. Aetna
11. Kaiser Labor Conference

Present Were: Linda Raynor, Billy Taylor, Barney Wheeler, Dave Viera, Shelley Prouty, Larry Reandeau, George Brajcich, Trisha Norvell

Stock Prep Walk-Thru

Attached

Compressed Language

The Union requested that two items in the Compressed Language be referred to the Negotiating Committees:

1. Monday as the designated day off.
2. Floating Holidays on restricted holidays.

Meal Tickets

Shelley Prouty completed a survey of all restaurants where meal tickets are honored. The intent of the survey was to determine the average cost of the most commonly selected foods from the menu.

The Union has asked that the survey be restricted to the ten most used restaurants. Shelley Prouty will re-do the survey to reflect those restaurants only.

Harassment

The Union and Company agree that illegal harassment issues go beyond sexual harassment and include racial, ethnic, religious, etc. harassment.

The Union requests a Memorandum of Agreement be written. Skip Durhan, an attorney referred to us by Roger Heiser, U.P.I.U. Business Representative, will meet with the Union and Company Standing Committees on Wednesday, February 13, 1991. He will provide legal expertise regarding litigation of harassment issues and answer questions regarding case law in discrimination suits.

Clockroom Relief

The Company inadvertently utilized the form for bargaining unit job posting when we notified Wauna Mill employees of openings for Relief Clockroom. The Company also inadvertently posted that notice on the Job Posting Board in the Clock Alleys. The notification of salaried jobs will be properly posted on mill bulletin boards.

Groundwood Pay

The Groundwood personnel who were assigned on Monday, February 4, and Tuesday, February 5, 1991, to work 12 hours with millwrights were properly paid the rate "when moved from their regular job". They were paid for the hours they worked at the straight time rate for that job, or the straight time rate of their blue slipped job, whichever was higher.

Training; #1&2 PM

Henry Smedley, #1,2 & 5 PM Superintendent, and Tom Smiley, Operations Coordinator, presented the basic components of the training program for Relief Backtenders on #1&2 PM. The program is focused on building the capabilities of the Relief Backtenders. Bill Sherwood and Tom Smiley will act as the evaluators of the effectiveness of the training for each individual.

The intent of sharing the purpose and content of the Training Program with the Standing Committee was to get input on any problems that may occur as a result of implementing the training. The Company is not asking for approval of the Training Program from the Standing Committee.

The Union Standing Committee did approve flexible shifts for this training program. The specifics of the shift schedule will be worked out between management and the crews.

Henry Smedley and Tom Smiley committed to involve the crews in their efforts to develop training programs for the remaining jobs on the progression ladder. The qualification process for new Utility people is also being developed. The Union will review that process before it is implemented.

Secondary Treatment Vacation Relief

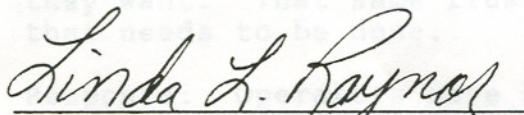
The Union requested a Memorandum of Agreement be written between the Company and the Union to confirm the language regarding filling vacancies for vacations for Secondary Treatment employees. They asked that the petition signed by 100% of the department be honored. That petition requests that vacancies occurring due to a vacation be filled in the same manner that they are now filled for Floating Holidays.

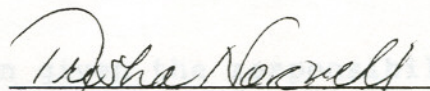
Kaiser Labor Conference

The Union requests representatives from the Union attend a conference sponsored by Kaiser on the Canadian Health Care System and Kaiser's efforts to control costs. Max Hemmert, Kris Keeler and Larry Reandeau will attend the Conference on February 20, 1991, at the Oregon Convention Center, from 8:30 a.m. to 1:30 p.m.

March Walk-Thru

The next Walk-Thru will be with Towel & Tissue Maintenance and in the shops. A process for that Walk-Thru will be discussed with Bill Womack and John Melink.


Union Representative


Company Representative

Stock Prep Walk-Thru
February 6, 1991

The following presents the comments and concerns from Stock Prep employees and responses from supervisor, Lanny Deeds, following the Standing Committee Walk-Thru:

* Stock Prep employees frequently change crews, doing the same job, from week to week.

Response: The changing of crews from week to week occurs at the bottom of the progression ladder, primarily to Labor Pool people. The Stock Prep Relief person is permanent and has a dedicated shift. The purpose of the Relief is to fill vacancies which occur on all shifts.

* Maintenance service is generally very good. Sometimes Stock Prep crews have to wait longer for maintenance than they want. That same frustration exists with electrical work that needs to be done.

Response: Operators have been given the responsibility to call in area maintenance. They understand that the Paper Machines have maintenance priority over Stock Prep unless the problem is an operations priority. Then, Lanny or the Leadman will work with the maintenance supervisor to determine the appropriate maintenance priority.

* Crews are frustrated by the unavailability of a back-up when the hyster-grab breaks down.

Response: A new hyster-grab is scheduled to be purchased to replace the problem equipment. There are two "back-up" hysters available, though not always easily accessible. Rental hysters are made available for longer term problems.

* Department employees would like better communications between the Pulp Slab and other departments.

Response: The need for improved communications will be discussed with Paper Machines supervision and Barney Wheeler will discuss it with Kraft Mill supervision. Supervision will be asked to consider communicating with the Pulp Slab a priority when there is a problem and their help may be needed. It is clear also that the Bleach Plant operator and the Pulp Slab operator have a responsibility to communicate with one another.

* A good structured training program would help the crews understand how much training a Labor Pool person should get.

Response: It is intended that Labor Pool people remain on the Pulp Slab for the duration of their assignment to Stock Prep. The focus of training of Labor Pool people is on performing work on the Pulp Slab, not Operator functions.

* The Pulp Slab would be a warmer, drier, cleaner and safer place with a door.

Response: The enclosure issue needs thorough investigation. Jack Burgher has responsibility for the building and he is looking into all aspects of the question.

* Continuing problems with the valves on the Pulp Slab are frustrating. Crews understood that they are being worked on and that the problems are not easily resolved.

Response: The problems with the valves are with the sensor systems. It is accurate to say that the systems have been modified 3 or 4 times and problems still exist. No final resolution has been found, and it continues to be sought out. Safety issues related to the valve systems will be discussed in department and crew safety meetings.

* Crews would like feed-back regarding concerns they have expressed.

Response: Feed-back to crews on compressed shifts remains a problem and a challenge. Crews could contribute to the resolution of that problem by working on the design of feed-back systems that go both ways.

* Supervision seems to be in meetings all the time and is not there to help solve problems.

Response: The meetings supervision go to include those meeting focused on some the problems raised. The Leadman is there and he has the responsibility and capability to solve immediate type problems in the Department.

* Crews like having safety meetings with the crews from the machines when discussing general safety issues. They want to have Department safety meetings to resolve Department issues.

Response: The safety meetings with the paper machine crews and Department safety meeting will continue as the Safety Committeeman on shift sees appropriate.

* Department employees would like to have Operator meetings for each job in the department.

Response: Operator meetings will be scheduled.

* Lunchroom needs improvement.

Response: Improvements to the Lunchroom have been approved . Pete Brockett will prepare the AR. The cost is approximately \$7,000.00.

* Moving to the Color job is disruptive.

Response: Employee receptivity of moves to the Color job differ. The Color job has to be covered and moves from compressed shift to day shift are necessary.