

STANDING COMMITTEE MEETING MINUTES

March 18, 1998

Present:

USC – Gene Dixon, Larry Reandeau, Billy Taylor, Kris Keeler, Claude Weaver

MSC – Keith Larson, Tom McGuigan, Frank Walsh, Mark Schneider, Dan Hickey, Norm Dittrich (for selected grievances/issues.)

Agenda:

1. Grievances: 97-24, 97-33, 98-03, 98-04, 98-06, 98-07, 98-08, 98-09, 98-10, 98-11, 98-12, 98-13, 98-14, 98-15, Bernie Jaspers.
2. 3, 4 & 5 H.H.T. Progression Line Changes
3. Meal Tickets
4. Night Shift Differential
5. Quality Department Shift Differential
6. Military Training Encampments
7. Code of Conduct Committee
8. Phone Contact
9. Floating Holiday Carryover

1. Grievances:

97-24: M. Hegnes - Vacation Scheduling at Wood Processing

- **USC** agreed that the relief pool can be separate for the purposes of vacation scheduling only, in the Woodmill only.

97-33: G. Scouten – Mechanic's Work

- **MSC:** This kind of door is removed by operations and/or maintenance employees throughout the Mill. In this case, the door in question is normally removed by maintenance during shutdowns. It is recognized that at times, operations may be required to remove the door with or without maintenance assistance. Reference 97-35.

98-03: J. Radich – Outside Fabrication

- **MSC:** reaffirms the intent of Bob Morgan's letter in response to a past 3rd step grievance. We recognize the need to analyze all jobs for cost effectiveness, to utilize Mill labor to fabricate materials if cost effective, and that our process should drive us to make the correct decision. In this particular instance, at the time the decision was made to fabricate offsite, the project was on a fast track for installation prior to the end of the 1997 fiscal year. After further consideration it was felt that the isolation of the system for the installation of the steam piping was to risky to do on the run, and that the installation would be done on the next extended down with a power outage. The **MSC** feels there was no violation of the contract. We do agree, however, that project managers should consider mill labor for fabrication work, and utilize mill labor when cost effective and time constraints allow.
- **USC** will respond.

98-04: B. Lindsley – Job Duties

- **USC:** Hold for continuing 1st step discussions.

98-06: D. Engstrom – 1&2 Paper Machine Scheduling

- Standing Committees agreed that from now on, if an employee gives up overtime on days, for example, it is up to the employee to get back on the call-in list for nights. Trade slips will be filled out. USC is still considering settlement needs – hold timely.

98-07: Shipping Department Employees – Progression Ladder Changes

- **USC:** Overtime of 62 shifts (36 shifts plus 34 ½ hours) have been covered with an extra person. Product is stacked all over at times and stress is beginning to show on employees. Drivers need to be able to get off the lift trucks. Norm says new seats are being looked into to provide better shock absorption. There is work being done in an area which necessitates shuffling stuff from one spot to another. Norm is personally looking into safety issues. Lots of things are stored in unusual places because of dock repair. There s lots of pulp movement. Norm is in the process of tracking overtime. USC asks is there enough people to do the work? Is safety and moral being jeopardized? Is training being sacrificed? Norm will monitor all concerns.

98-08: B. Lindsley – Call Time

- **MSC** says this does not meet criteria set forth by A. Neely/M. Wendling in grievance 89-04 and 89-05, but will settle/pay without precedence.

98-09: P. Pruett – Scheduling Logistics

- **USC** accepted 1st step answer.

98-10: P. Pruett – Privacy Discrimination, Harassment – Medical

- **USC** believes that this requires investigation by company. **USC** will also assign a Union Representative. Is race pertinent on form?

98-11: P. Pruett – Forced Hazmat Training

- **USC** withdraws this grievance.

98-12: Thomason, et. al. – Red Circle Pay

- **USC** states that the people that were already in the job should be red circled. New people would get proposed rate.
- **MSC** said that job needs to go to job analysis.
- **USC** says management established \$18.52 rate already.
- **MSC** maintained that rates are not negotiated, that job analysis will determine rate.
- **USC** will respond.

98-13: Shipping “D” Crew – Call-in Procedure/Overtime

- **USC** states that because of 4 hour gap that couldn't be left open, the proper decision was made and the grievance will be withdrawn.

98-14: R. Moman – Reinstatement to Wood Processing

- **USC** withdrew 4/3/98.

98-15: C. Cruz – Letter of Reprimand

- **USC:** The employee states that she was following the procedure she was trained in.
- **MSC** said that this would have been wrong, but there was no evidence and after reviewing the work area, maintains that action taken was justified and correct.

Bernie Jaspers:

- USC recommends that letter of suspension be reduced to letter of reprimand.
- MSC agreed, but without pay for time lost for balance of shift on 12/11/97.

2. #3, 4 & 5 H.H.T. Progression Ladder Changes:

- See attached.

3. Meal Tickets

- We have added the Riverview Restaurant in Rainier, and Colvin's in Clatskanie. No other responses were received.

4. Night Shift Differential

- To be increased to \$.53/ \$.83 (\$.40 for compressed) per survey.

5. Quality Department Shift Differential

- One-hour night shift differential has been improperly paid to Process Technicians (2) and Senior Technicians. It will now be discontinued 3/23/98.

6. Military Training Encampments

- MSC proposed attached Memorandum of Agreement.

7. Code of Conduct Committee

- George Brajcich and Stewart Potter to study with Keith Larson and Joe Hertig.

8. Phone Contact

- MSC: An employee failed to show up, did not have a phone and was disciplined. Every employee must provide a contact number.

9. Floating Holiday Carry-Over

- MSC Felt that carrying more than one (1) floater over would generate more overtime and the worst case scenario didn't look good. Will hold at one carry-over for 98-99 contract year.
- USC states that it seems like a wash as far as overtime goes, and requests a more in-depth study for next year.

Next Meeting: Wednesday, April 15, 1998

Gene Dixon
for the Union

4-14-98
Date

Keith Larson
for Management

4-8-98
Date

Attachments.

Tim Winn
CC: Bob Fahlen

Fort James
Wauna Mill
Converting Towel and Tissue

DATE: 3/13/98
SUBJECT: 345 TT Progression
TO: 345 TT Employees

345 TT Quickstock Operation

The growth of quickstock and the addition of the Alvey Palletizer in the Robot building has helped us decide to change the progression ladder in 345TT to enhance our ability to manage the operation.

The current Utility Operator job duties include working on several different pieces of manufacturing equipment. With the exception of the Robot and Alvey, they are focused more on the traditional wrapping and packing of toilet tissue products.

We have decided to add a position taken out of the utility operator job called Quickstock Operator and Quickstock Utility Operator. These two jobs will operate the Robot and Alvey operation.

These jobs, which are part of the current responsibility of the utility operator, will be offered to the blue slipped utility operators, by seniority in 345 TT. This will be a one time offering.

The jobs will become dead end jobs, and not part of the traditional progression to operator adjuster or adjuster in 345TT.

When future openings occur in the Quickstock ladder, they will be offered to the utility operators by seniority. This will be a one time offering. Similar to 3&4 PM utility pool. Progression upward to the operator adjusters position in the ladder will remain the same as they are.

In the case of permanent shutdown or curtailment employees will regress back out of 345 TT by seniority to the utility operator and out. The only way the Quickstock Operator and Quickstock Utility Operator would regress is by the shutting down or curtailment in their equipment.

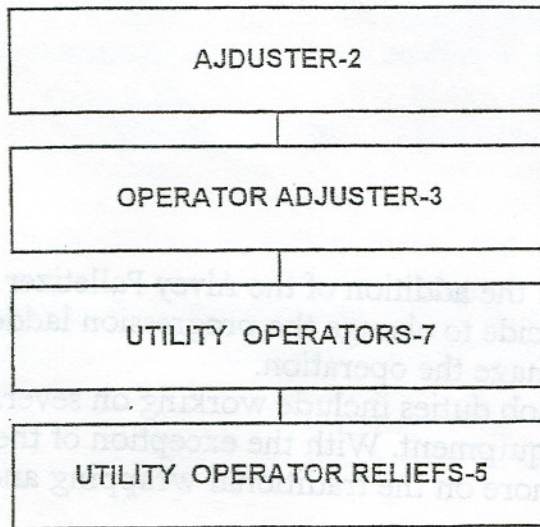
Short term vacancies and normal coverage's follow the contractual and department policies. The two new jobs will be covered by those in their ladder first and then by others who may be qualified.

Tim Winn
CC: Bob Fehlen

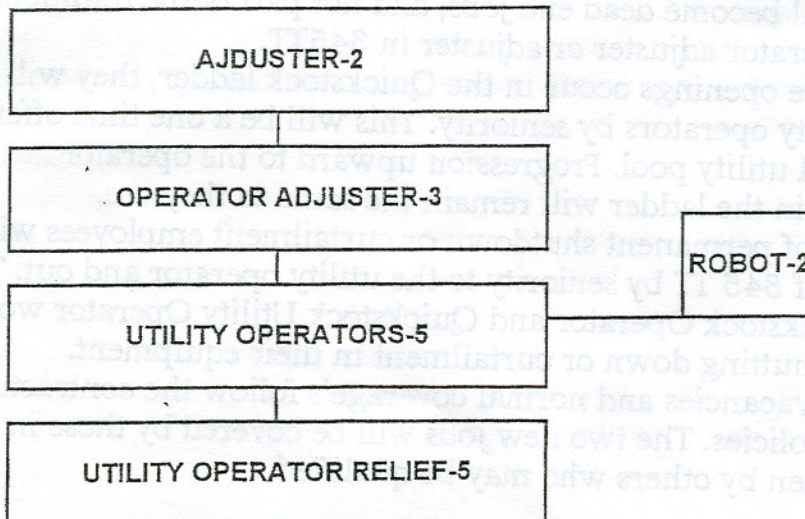
3/4/5 TOILET TISSUE

CURRENT PROGRESSION LADDER

17-Mar-98



PROPOSED PROGRESSION LADDER



*PROPOSED START DATE IS MARCH 30 NO LATER THAN APRIL 6

MEMORANDUM OF AGREEMENT
Between
FORT JAMES CORPORATION -- WAUNA MILL
(The Company)
And
UNITED PAPERWORKERS INTERNATIONAL UNION -- Local 1097
(The Union)

Re: Military Training Encampments and Military Service Leave

Military Training Encampments:

The Company and the Union hereby agree that bargaining unit employees who are members of the National Guard or Organized Reserves of the United States Government Armed Forces, will be granted military leave to attend training encampments. They will be paid the difference between their base pay and military pay (excluding travel and living allowance) for the first two weeks of such temporary training in any one calendar year and not to exceed eighty (80) hours of pay in any one calendar year. Leave will be in addition to the employee's regular vacation.

This section is not intended to apply to training performed on weekends, weekly drills, test alerts, call-ups for emergency duty or the initial three to six months training period associated with enlistment in a Reserve or Guard unit.

Military Service Leave:

Subject to the following paragraph, an employee's Wauna Mill service will not be broken due to an absence resulting from induction or enlistment (see term definition below) for active duty in the Armed Forces of the United States under an act of Congress which entitles the employee to reemployment.

The employee must receive a "Certificate of Satisfactory Completion" and must make application for reemployment within ninety (90) days following discharge from the initial period of enlistment. (Reemployment rights are protected for a four- (4) year term of duty, plus one (1) additional year if the additional year is requested to extend due to government convenience.) Any question as to whether the discharge was under "satisfactory conditions" or whether the application was "timely" will be adjudicated in the context of applicable law in effect at the time of the application for reemployment.

Upon reemployment (same or comparable job), an employee's military service time will be credited for eligibility and vesting in applicable contractual benefit plans.

Dated this _____ day of March 1998.

(For the Company)

(For the Union)