

STANDING COMMITTEE MEETING

March 20, 1996

Present: Bob Fehlen, Kris Keeler, Norm Dittrich, Claude Weaver, Gene Dixon, Keith Larson, George Brajcich, Bob Sullivan, Billy Taylor and Terri Opsahl.

Agenda:

1. Night Shift Differential
2. Contract Books
3. Meal Ticket Restaurants
4. 401 (k) Self-Management by UPIU
5. Workers Covering Radios - Unpaid Lunches
6. Bidding Question (62 days)
7. Recovery Progression Ladder
8. Overtime Coverage
9. Memos of Agreement in Contract
10. Maintenance Supervisor Scheduling Agreement/Memo
11. Napkin Bids
12. College Pool Hiring Program
13. Open Enrollment Issues
14. Quik Stock Utility/Extra Annex Operator
15. Work on Formerly Restricted Holiday & Dayoff
16. Rate Retention (a.) Job Elimination & b.) Temp. Curtailments)
17. Freezes Followed by Job Content Changes
18. Labor Pool Floating Holiday and Work Schedule
19. Grievances (96-01, 96-02, & 96-03)

1. Shift Differential -

MSC - Night Shift Differential will go from 51 cents to 52 cents and 81 cents to 82 cents effective 4/1/96.

2. Contract Books -

MSC - Contract books will be arriving the week of 3/25/96 (next week).

3. Meal Ticket (Restaurants) -

MSC - Meal ticket restaurant changes will go into effect 4/1/96.

Deleted: Roy's Chuck Wagon, El Paraiso, Figaro's Pizza, and Lou's Place. Added: The Restaurant (Woodson), K.D.'s Korner Deli in Cathlamet, and Pig 'N Pancake in Seaside.

4. Union 401(K) Self Administration -

USC - Union will meet Tuesday, March 26, 1996 and will respond and cover at the next Standing Committee Meeting.

5. Radios -

USC - If area coverage is expected to answer/respond while at lunch, they should be paid through lunch while on standby. This could be 8 hrs. or 8 1/2 hrs.

6. Bidding Question -

An employee accepted a bid and blue slipped into the bid. The job he really wanted came available to him after the 60 days (day 62) and he would like to accept the new bid.

USC - No rights; can't make exceptions. Others below him have rights too.

7. Recovery Progression Ladder -

Tom McGuigan outlined and discussed the proposed progression ladder. There were no changes to the ladder, but work will be redistributed and titles changed for job analysis.

<u>OLD</u>	<u>NEW</u>
Recovery Operator	Lead Operator
Assistant Operator	Recovery Operator
Sr. Helper	Asst. Utility Oper.
Jr. Helper	Asst. Recovery Oper.
Utility	Utility

8. Overtime Coverage -

Two employees split overtime coverage working 6 hours each. Because it was day shift and vacation, coverage openings, no call time was paid.

USC - Okay if employee works in proper job classification and it's voluntary.

Management cannot unilaterally schedule. 6 hour x Two (2) coverage

9. Memos of Agreement -

USC - Doesn't know of any that need to be canceled (See contract offer). Keith Larson will check Management records.

10. Maintenance Supervisor Scheduling Agreement/Memo -

Signed and approved. (See attached)

11. Napkin Bids -

Have 3 people who bid on anticipated Napkin openings. Need 8-16.

USC - 1. Re-post the bid allowing all employees, including new hires eligible to bid (agree to waive 14 month provision).

2. Assign junior employees in mill, including Labor Pool employees. Need to explain to new hires.

12. College Pool -

MSC - Reviewed need to hire college pool and the application process (see attached).

13. Open Enrollment Issues -

26 people still out there who haven't signed up for health insurance.

USC - Pull paychecks for people who will be picking up checks on Thursday and hold in HR until they sign up for insurance, and mail a certified letter to people with direct deposit or off work due to Workers Comp. or S&A to come in and sign up for insurance.

14. Quik Stock Utility (AKA Extra Annex Operator)-

MSC - Will distribute a letter confirming resolution of the issue.

15. Work on Formerly Restricted Holiday & Day Off -

Will have a follow up meeting on 4/15/96 to discuss.

16. A.) Rate Retention on Eliminated Jobs-

A.) If job is eliminated, rate retention continues until rate catches up or if they bid on another job that is a higher rate of pay.

B.) If grandfathered - maintains rate retention unless the employee turns down the job when it becomes available.-

16. B.) Rate Retention for Temporary Curtailments -

MSC - Regarding union proposal - Company has not reached consensus, and will not pursue at this time. Cost reduction efforts continue to be needed by the Corporation. Cannot justify potential labor cost increases.

17. Freeze Request -

MSC - If, for example, an employee freezes as a Wrapper Operator, what is the impact when jobs later change or are combined? If someone is frozen - can we change the job functions?

Will discuss further at the next meeting.

18. Labor Pool Floating Holiday & Work Schedule -

MSC - Question arose as to whether a Labor Pool employee has to be scheduled for at least three (3) days in addition to their floating holidays - since floating holidays don't count as days worked?

Good subject for Scheduling Committee follow-up. Will discuss at the next meeting.

19. Grievances (96-01, 96-02, & 96-03):

96-01 -

USC - Compressed Language Committee never discussed this scenario regarding S&A and vacation. We believe the intent is - if the person is off on S&A and wants to take vacation, they are to be paid the blue slip rate of pay. The language refers to special conditions as apply to shift mechanics (Exhibit D - uses the phrase "excluding vacation, holidays," the blue slip rate of pay will be paid.

MSC - Company agreed to sustain desired settlement.

96-02:

Joint Standing Committee reviewed available facts and information.

USC - Will do further research on this grievance and discuss at the next meeting.

96-03:

USC - Will do further research on this grievance and discuss at the next meeting.

NEXT STANDING COMMITTEE MEETING - APRIL 17, 1996

Management Standing Committee Rep.

Union Standing Committee Rep.

March 1, 1996

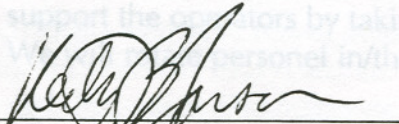
MEMORANDUM OF AGREEMENT


Scheduling of Relief Supervisors

When a bargaining unit employee is scheduled to work as a relief supervisor for four or more days in a week, it is expected that they will not be rescheduled back into the bargaining unit during that week. However, it is understood that unique circumstances do occur, making it appropriate to go back into the crew before the end of the week, or possibly for a single day during the week. When a change of schedule is required, it is to be done in a way that the employee returning to the crew does not get an advantage over other employees on the crew for the benefit of working overtime.

Common examples of potential "unique circumstances" include: The supervisor the employee is relieving returns to work. A maintenance crew being supervised by the relief supervisor is depleted due to unexpected farm-outs to other areas of the mill.

Dated this 20th day in March, 1996


(For the Company)


(For the Union)

Your support is appreciated in making this change.

Norm Dittrich

Colr McEwen
R Pohl
M Hoover
C Pusey
G Johnson
G Wirkkala
K Gist

WAUNA MILL

College Pool Hiring Program

TO: Folded Operating Crews

2-27-96

SUBJECT: " Quik Stock Utility"

Introduction

The College Pool Hiring Program at the Wauna Mill is intended to satisfy the production needs of the Mill during summer months, Christmas Holidays and Spring Breaks and, at the same time, provide an opportunity for college students to earn money to finance their post-secondary.

Effective Monday, 3-4-96, we will make the following schedule change:

- 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.
 - Brings general operating supplies to all operating machines.

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). We will rotate personel in/through this position.

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, and 2-27-96 Converting Shop Stewards mtgs, Converting Team Leaders, as well as Operators and Adjustors.

Your support is appreciated in making this change.

Norm Dittrich

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

1) First preference will be given to those students who have completed one (1) or more academic year(s), who have worked at the Mill previously, who have received satisfactory

WAUNA MILL

College Pool Hiring Program

Introduction

The College Pool Hiring Program at the Wauna Mill is intended to satisfy the production needs of the Mill during summer months, Christmas Holidays and Spring Breaks and, at the same time, provide an opportunity for college students to earn money to finance their post-secondary, undergraduate education.

Who is Eligible?

Student applicants must be enrolled and/or accepted for admission, on a full time basis (as defined by the academic institution, but normally **12 credit hours/term**) and **successfully complete (pass) sufficient credits to meet full time status for each of the terms of the school year** at an approved, post-secondary education institution including: accredited four-year colleges; professional schools; nursing schools, junior or community colleges; and post high school vocational institutions which are approved by the U.S. Dept. Of Education. Full time also is defined as being in school for the full year (i.e., 2 semesters, or 3 terms), depending on the school's academic calendar. It will be assumed that students will be currently in their last semester or last term of school for the current year when they apply for employment. **Students will be expected to submit verification documenting successful completion of Spring Term within two (2) weeks after employment begins in order to continue work. Failure to submit verification could result in termination.**

Individuals who have served in the United States Military Services (Navy, Air Force, Marines, National Guard or Army) and are returning from duty may be eligible for employment depending on their individual circumstances. Eligibility will be determined on an individual basis.

All candidates must successfully pass a drug screen and physical assessment each year.

First time applicants must satisfactorily complete appropriate written aptitude tests and a board interview.

Are There Limitations?

Due to a greater demand than job availability, employment will be offered to only one (1) student per family. Students will be limited to four (4) summers of employment at the mill if enrolled in a four (4) year college or two (2) summers of employment if enrolled at any other of the mentioned institutions.

How Are The Selections Made?

Because there are typically more applicants than available jobs, the following procedure will be used to select from the pool of student applicants:

- 1) **First preference** will be given to those students who have completed one (1) or more academic year(s), who have worked at the Mill previously, who have received satisfactory

performance rating, who continue to meet the eligibility conditions, and who are available when needed.

2) **Second preference** will be given to those students who have completed one (1) or more academic year(s), who applied for work previously, but were not hired because positions were not available, who continue to meet the eligibility conditions, and who are available when needed. Selection will be based upon results of the following:

- A. Appropriate written aptitude tests.
- B. Board Interview
- C. Successfully pass a drug screen and a physical assessment.

3) **Third preference** will be given to new applicants who have completed one (1) or more academic year(s), who meet the eligibility conditions, and who are available when needed. Selection will be based upon results of the same criteria listed above.

4) If the above applicant lists are exhausted, the "Limitations" section will be waived and consideration will be given (in order) to:

- A. Other students, including recent high school graduates if 18 or older, who meet the eligibility conditions.
- B. Graduate students who meet the eligibility conditions.
- C. Other applicants.

Can Exceptions Be Made?

Exceptions may be appealed to a group consisting of the Vice President, Mill Manager, a member of the Human Resources Department and a Business Stream Manager.

How to Apply

- 1) Students must reapply each year.
- 2) Applications are available in the Human Resources Office (or Clockroom after office hours). They will not be mailed out.
- 3) Applications should be received by **April 15th**. Any received after **April 15th** will be included in the third preference selection pool.
- 4) College and University students must submit verification of full-time school status with their applications by the stated date. A letter of Acceptance to an accredited school is required for high school students. **If a student is accepted into the program, s/he will be expected to submit documentation of successful Spring Term completion within two (2) weeks after summer employment begins.**