

Standing Committee Meeting Minutes
March 6, 1991

Those in attendance:

Linda Raynor	Gene Dixon
Jim Cadd	Dave Viera
Barney Wheeler	Kris Keeler
Bob McReary	Larry Reandeau
Trisha Norvell	George Brajcich

Agenda:

1. Grievance #90-17
2. Employee Evaluations (Converting)
3. Sealer Jobs
4. Service People Called to Active Duty
5. Personnel Department Goals
6. Meal Survey
7. Secondary Treatment - Scheduling
8. 401-K Plan
9. Starting Time - Compressed Woodmill
10. Business Results
11. Walkthrough Towel & Tissue Maintenance
12. Retiree Insurance Problems
13. Volunteer Meetings - Not Filling Vacancy
14. Stock Preparation - Work Assignments

Grievance #90-17

This grievance was filed after the Company had reaffirmed the Wauna Mill Discrimination and Sexual Harassment Policy, and then proceeded to require employees to remove pictures and tool box handles that were viewed as potential sexual harassment. The Union believes the Company has gone too far in certain situations in interpreting the intent of the policy. To resolve this grievance, the following action will be taken in the future. Should an employee who has been asked to remove pictures, handles, etc. that are potentially harassing and the employee does not agree with the request, that employee may bring the issue to a third party for resolution. The third party will be a Personnel Department representative, a Shop Steward, the employee and their Supervisor. This third party will resolve the fine line that exists in interpreting what is sexual harassment and what is not.

Employee Evaluations - Converting

Since there were some concerns and issues regarding the employee review trials on C Crew - Napkins, the Company will return the review to the Union Standing Committee to be destroyed. Department Supervision was encouraged by the Standing Committee to involve C Crew in a re-design of a workable review program.

Sealer Job

This job has not been discontinued, since there continues to be problems with sealing cases. It is anticipated that within 6 months equipment will be installed to correct the problem thereby eliminating the sealer job. The crews will be informed by Jim Crowson.

Service People Called to Active Duty

The Company will pay employees who have been called to active duty during the Gulf Crisis as follows. For each two weeks missed from work the employee will be paid 1 week pay (40 hours @ Blue Slip Rate) up to a maximum of 26 weeks.

Personnel Department Goals

Reviewed with the Standing Committee the Personnel Department Goals for 1991. Any feedback and improvements is encouraged.

Meal Survey

The Meal Survey was recalculated looking at the top ten restaurants used by employees for meal tickets. The average costs of meals was \$7.04. An increase at this time is not recommended, however we will survey the restaurants in another 6 months.

Secondary Treatment Scheduling

Attached is a Letter of Agreement regarding scheduling in the Secondary Treatment plant for relieving as a result of the compressed shift.

401-K Plan

The hourly Wauna 401-K Plan does not meet the discrimination test, therefore refunds will be made to employees from 1st Interstate Bank. As of these minutes, 67 employees will receive a refund.

Starting Time - Compresses - Woodmill

The Woodmill Employees have signed a petition to change the compressed starting time to 7:00 a.m. They will start on the compressed schedule 3/11/91. The Standing Committee approved the request. It was also observed that the Woodmill needs to develop language on the procedure for relieving the Chip Technician's job.

Business Results

The attached business results were reviewed and discussed.

Walkthrough Towel & Tissue Mtce.

Attached are comments from the crews as a result of the Standing Committee Walkthrough. It is recognized that on some of the issues and concerns noted there is an appropriate response that addresses the concern or issues. The Department Head will respond as appropriate directly to the crews.

We also recognized that we must review the process for the walkthrough and make upgrades, such that our actions are helpful to employees and the department. At our next meeting we will work on improving the walkthrough.

Retiree Insurance

A retired associate is requesting to switch from SelectCare to Aetna. Apparently the spouse is covered under a different medical plan and therefore it does not make sense to pay for SelectCare coverage. The Company will investigate the situation.

Volunteer Meetings Not Filling Vacancies

There are normally two Barge Loaders assigned to load barges. When a person gets pulled out to attend a meeting, it leaves one person loading barges alone. The Union suggests that the Utility Person be moved up when the vacancies occur and leave the bottom job open.

Stock Prep Work Assignment

There are some concerns among employees during color changes which require employees to cover two jobs at the same time. This issue needs to be discussed with Department Supervision and employees.

Mike Wendling
Company Representative

Linda L. Raynor
Union Representative

cc: Standing Committee
Wauna Steering Group
Department Heads
Shop Stewards

Jamie Baker
Kay Crist
Payroll Dept.
Local 1097