

FREEZE REQUEST/CONVERTING: March 23, 1990

The employee has requested the required training to move up according to seniority. The Company will write a letter to the employee that the employee requests not to be trained and that we therefore consider the employee to lack the qualifications to move up and is

March 21, 1990

Present were: Larry Reandeau, Jim Crowson, Linda Raynor, Gene Dixon, Shelley Prouty, Frank Darling, Mike Wendling, Rick Allen, Trisha Norvell

Mechanics have requested a Starting Time. They believe that the mill-wide change to Compressed Work Week

AGENDA

1. Groundwood/Pay for Special Assignments
2. Freeze Request/ Converting
3. Labor Laws
4. Interview Board
5. Relief Supervisors/Weekend Coverage
6. Washington Employment Office
7. Extend 60 Day Period for Permanent Transfer to Shipping
8. Starting Time/Mechanics
9. Job Descriptions to Doctors
10. Converting Statistics/Bidding Out

GROUNDWOOD/PAY FOR SPECIAL ASSIGNMENTS:

The Union expressed two concerns: 1) Persons who were moved up for special assignments on day shift had the opportunity to move themselves up on night shifts to complete an assignment; and 2) When an individual was moved out to train, or for a special assignment, the whole crew moved up "a notch" in pay. This practice had been started by Larry Hargrove.

Keith Kearcher reported that both practices had been stopped. Keith did maintain the flexibility to move one person up so long as the Company does not incur a penalty. He pays the blue slip rate, or the rate of the job the individual is working.

Keith will resolve the other concerns raised by the Union by: 1) Ensuring that no member of the crew will "wear two hats". The individual will either be in the bargaining unit, or a Relief Supervisor; 2) When an employee is "on call" for a supervisor.

The Company will survey other areas in the Mill to be certain that employees who have been assigned week-end coverage as a Relief Supervisor have been moved out of the Bargaining Unit and are paid as Relief Supervisors.

FREEZE REQUEST/CONVERTING:

The employee has requested not to receive the required training to move up according to seniority. The Company will write a letter to the Local confirming that the employee requests not to be trained and that we therefore consider the employee to lack the qualifications to move up and is considered frozen.

MECHANICS START TIME:

Mechanics have requested a 7:00 a.m. Starting Time. They believe that the mill-wide change to Compressed Work Week removes the barriers previously in place for that change. The Maintenance Departments are considering this request.

EXTEND 60 DAY PERIOD FOR BLUE-SLIPPING:

The two most junior employees who have bid into the Shipping Department will not have an opportunity to select a ladder following the split of the ladders in Shipping, until after the 60 day period for protecting their seniority has passed. The Union approved the request to protect their seniority in their current department for no longer than an additional 30 days.

WOODMILL MTCE. SAFETY MINUTES:

The Union was given copies of the minutes of the meetings which have been held in the Woodmill Mtce. Crew for the last six months.

JOB DESCRIPTIONS TO DOCTORS:

The Union requested that the Job Analyses which present the physical requirements of a specific job be reviewed by the department supervision and an incumbent.

Departments will review the descriptions and revise them to accurately and clearly present the physical requirements to the physician. We will ask a member of the Union's Worker's Compensation and Sickness & Accident Disability Committee to audit each job description and sign off on it as a description which will allow the physician to determine whether or not his patient is capable of meeting the physical requirements presented.

LABOR LAWS:

The Union raised the concern that the Wauna Mill was not in compliance with the Oregon Labor Laws. There were several areas of concerns:

Breaks: There are two shifts in the Converting Plant on which employees in the Household Towel complex are not provided a break.

Jim Crowson will review the concern with Converting Supervision to ensure that employees are given appropriate breaks.

Gay Herrera, Program Coordinator at the Oregon Department of Labor & Industries, confirmed that James River Wauna Mill is exempt from the "Meal & rest Period" requirements because we have a collective bargaining agreement.

Payroll Deductions: Excess payment for overtime and shift differential were withheld from pay checks. The Union understands the Oregon Law prohibits such deductions without signed consent from the employee.

Gay Herrera stated that wage adjustments are different from deductions. She stated that the State would only initiate action if the manner in which the company managed the wage adjustment was found not to be "reasonable". She also indicated that employees who are covered under collective bargaining agreements are viewed as being protected under the provisions of the contract.

Age Discrimination: The Union believes that the law states that employer's can consider only the immediate requirements of the job for which the person is being considered. The Union believes that the company requirements discriminate against 18 years olds.

Shelley Prouty presented the statistics which confirm that the Company's selection procedure does not discriminate against applicants 22 and under and 25 and under.

The Company has committed to reviewing the interview questions to further assure us that these questions do not adversely impact one group. The Company will then provide the members of the Standing Committee training in the Board Interview process and the Selection Decision Making process.

Travel Time: The Union believes that the Company is not paying travel time according to the Federal Regulations which the State adopted.

Gay Herrera will send us a copy of the Travel Time Pay Regulations. We will pay travel time in accordance with those regulations.

On Call: Gay Herrera clarified "on call" as unpaid time according to the Regulations.

These comments confirm the discussion between the Company and the Union regarding these specific legal issues. The issues remain open for further discussion.

SHIPPING/COMPRESSED WORK WEEK VOTE: The Union requested that the Company approve a 50% + 1 vote in the Shipping Department for determining whether the Department would initiate the trial period for a Compressed Work Week Schedule.

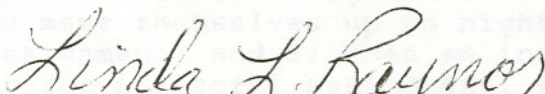
The Company is not in favor of this request at this time. We want to ensure consistency per the Labor Agreement Compressed Work Week language and the voting requirements with which other departments have previously complied.

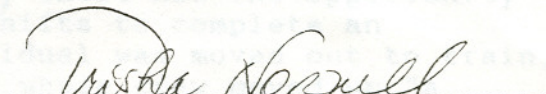
INSTRUMENT SUPERVISOR POSITION: The Union asked the Company when the vacant position will be filled.

The Company is considering options to filling that vacancy in view of the current Corporate restraints on filling vacancies.

TERMINATION: The Company was asked to review a termination of an employee who may be considered to have been disabled when the termination occurred.

The Company has been advised that when an employee has a condition which may be controlled by medication and the employee does not take that medication, the employee loses his/her rights under the definition of "disabled".


Union Standing Committee


Company Standing Committee