

**STANDING COMMITTEE MINUTES
APRIL 12, 1993**

In attendance at the meeting were Joe Hertig, Trisha Norvell, John Melink, George Kiepeke, Kris Keeler, Larry Reandeau, Al Grantham, Al Rollins, Gene Dixon, George Brajcich and Shelley Prouty.

Items discussed were the **proposed reduction in force guidelines (seniority ground rules), and Labor Pool.**

There was some discussion of the proposed reduction in force (RIF) guidelines (seniority ground rules) that had earlier been agreed to. The Joint Committee was still in agreement.

The Management Committee presented some Labor Pool guidelines that they proposed be used to manage the Labor Pool. Management's intention is not to modify the contract in any way, but were wanting to clarify how various provisions of the labor agreement would apply to the Labor Pool. Getting this clarification now will help ensure that persons blue slipped to the Labor Pool because of the reductions will be given proper and complete information.

One issue that surfaced in the last discussions was regarding meal tickets. It was agreed that the intent of Paragraph C (Section 26) is to apply to a regular employee, not to laid off/labor pool employees.

See correction
on back page

The Management Committee stated that the Company is willing to use Paragraph B (Section 26) as it reads. There was initially some differences between Management and the Union in how that paragraph was interpreted.

The initial proposal by Management was fairly rigid in terms of requiring people to be available at certain times. The intent was to not "reinvent the wheel", since Camas already has a labor pool system in place, and the initial proposal was just using procedures borrowed from Camas. The agreed upon proposal does not require that people be by their phones at certain times, but it does indicate that the majority of the phone calls will be made between certain hours, and that those times are when people could be expected to be called if there was work.

The Union Committee understands that the Company needs to contact people. Management should address with an employee the problem when it is seen that a person is consistently not available to come in or not answering their phone.

The Clockroom will utilize a computer program that will have stored in it a record of an employee's qualifications and training, so they know where a person can be assigned to work. Employees in the Labor Pool will be asked to complete a form listing the areas they believe they are qualified to be assigned to work, and any discrepancies between the employee's list and the Clockroom's information will be resolved on a case by case basis.

The Union Committee expressed concern that the computer system might not show that there are some jobs or tasks that don't require training (or at least only an hour or so), so the senior available person could be assigned to those regardless of qualifications and training. The Management Committee agreed that there might be some jobs like that, and would see how that might be incorporated into either the computer system or in how the supervisors notify the clock room of a need.

Departments will determine the qualifications required to fill the bottom rung jobs. The training and expectations will be geared to filling just the bottom rung - there is not the expectation of being able to move up the ladder like there is for someone bidding into the department.

See the
correction
on past
page

The Union Committee requested that any time there is a problem with a Labor Pool employee who seems like they may not be qualified to work in a certain department, that clear and timely feedback be given to that employee. Give them a chance to understand where they are not meeting expectations, and how they need to improve before just returning them to the Labor Pool and disqualifying them from that department. Departments in this situation need to contact Human Resources, as they will be supervising labor pool employees and will need to know of these kinds of issues.

The Management Committee shared a draft of a letter that they were proposing would be sent to all persons in the Labor Pool. The Union Committee requested that the opening paragraph be clarified, so that people understand very clearly that a person retaining a blue slip to a progression ladder always has rights to that job over a mill senior person in the labor pool.

The Union Committee suggested that the Clockroom have a list of people in the Labor Pool, and that they would work consecutively down that list until they have the people needed. Then if/when they need to call someone else in, they would start where they left off in their last call in, and work down until getting to the bottom of the list. They could make just one call to a person in a 24 hour period, unless there was a case where a department would have to

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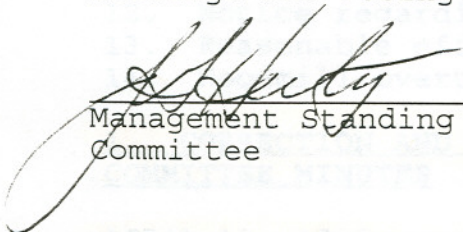
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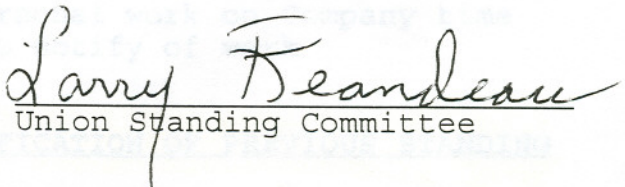
work overtime, then the Clockroom could start at the top of the list again in order to get the qualifications needed.

The Management Committee stated that we need to be careful to not get away from the focus of what the Mill is trying to do, which is to keep the business functioning, reduce the workforce in accordance with the Corporate mandate, and keep those persons remaining in the labor pool working. The intention is to reduce the overall staffing in the mill, not to keep calling all the way through ALL the people in the labor pool. The intention is to manage the labor pool at a particular size, which at this point is estimated to be 30 to 35 people.

The Union Committee requested that all persons below number 35 (or whatever number is decided upon for the labor pool size) be told that it would be very unlikely that they would be called in, so they don't sit by the telephone waiting for a call. Then if something should change and the size of the labor pool needed to be increased, the appropriate people could be notified that they could now expect to be called in and should make themselves available.

The seniority groundrules need to be signed by Bob Morgan, and then the Union Committee will schedule informational meetings and voting.


Management Standing
Committee


Union Standing Committee

STANDING COMMITTEE MINUTES

APRIL 28, 1993

Present were Joe Hertig, John Melink, Al Grantham, Al Rollins, Shelley Prouty, George Kiepke, Bob Sullivan, Kris Keeler, and Larry Reandeu.

Items discussed:

1. Clarification & correction of previous minutes
2. Vacation policy proposal, Technical employees
3. One-time bump
4. Curtailments
5. Grievance 93-11, Displacement of bargaining unit employees
6. Grievance 93-17, Call while on vacation
7. Grievance 93-12, Converting reading policy, disciplinary letter
8. Grievance 93-13, Extra work and call time
9. Grievance 93-14, Granted time off and absences
10. Grievance 93-16, Banked vacation scheduling
11. Vacation leveling
12. Notice regarding personal work on Company time
13. Reasonable effort to notify of work
14. Woodmill overtime

1. CORRECTION AND CLARIFICATION OF PREVIOUS STANDING COMMITTEE MINUTES

APRIL 12, 1993

Third paragraph of the body of the minutes should read as follows: "It was agreed that the intent of Paragraph C (Section 26) is to apply only to *unscheduled* employees in the labor pool. (Italics denote the changes.)"

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Third paragraph of page 2: The intent is that labor pool employees are expected to be trained and qualified to fill not only the bottom rung, but also any rungs of the ladder that they might reasonably be expected to move up into when assigned out of the Labor Pool.

APRIL 15, 1993

Topic 1A, page 2, last paragraph of topic 1A: This paragraph applies only to those times when people are called in for work in a compressed job that day or that night - short notice. This paragraph is NOT to apply when employees are scheduled in advance.