

STANDING COMMITTEE MINUTES

APRIL 15, 1993

Present were Joe Hertig, Trisha Norvell, John Melink, Kris Keeler, George Kiepke, Larry Reandean, Al Grantham, Al Rollins, Gene Dixon and Shelley Prouty.

ITEMS DISCUSSED:

The Management Standing Committee wanted to make sure the Joint Committee had the same understanding regarding how certain labor agreement provisions apply to Labor Pool employees.

1. Labor Pool employees:
 - A. When to pay the compressed and when to pay the uncompressed rate?
 - B. Rates of pay
 - C. Overtime
2. Banked vacations
3. Review of the seniority groundrules process; possible next steps if it is approved by the membership vote.
4. Greenwood employee request for schedule change.
5. Woodmill rumor.

1.A. COMPRESSED VS. UNCOMPRESSED RATE

Previously, the Joint Standing Committee had agreed that anything under 12 hours is paid at the blue slip, uncompressed rate.

The Management Committee expressed the concern that if someone is called in from the Labor Pool on short notice, they work 11 hours, they would be making more than people who worked the full shift. We want to be sure employees are paid correctly and not cheated out of anything they have earned, but at the same time we don't want to have a system that enables abuses to occur.

The Union Committee reviewed how the compressed rate was arrived at - its purpose is to comply with state laws, allow people to work the 12 hours, yet not cost the company nor the employee. Therefore, they did not see any way that we

could agree that the compressed rate could be applied to a schedule that was less than 12 hours.

It was suggested that since the goal will be to call people beginning at 5:00 a.m. and 5:00 p.m. that would give most people time to get to work on time, and maybe this won't be an issue.

The Management Committee agrees with the Union in that anything less than 12 hours is uncompressed. There is just the concern that people could manipulate the system and be 30 minutes late so they would get the uncompressed rate. The Union Committee pointed out that when people are called in, they are typically given a specific time to be at work. If they are late, that is their problem, and they do not benefit from that, just like it works now when someone is tardy.

The final agreement by the Joint Committee was that if a labor pool employee is notified between the hours of 5:00 and 7:00 (a.m. or p.m.) to come in to work a compressed job, they will get the compressed rate. If they are contacted outside of that window of time, they will get the appropriate blue slip rate. This provision does not apply to extra work, but only when someone is being called in to complete the shift and be assigned to a compressed, progression ladder job.

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Correction
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1B. RATE OF PAY

The Joint Committee reviewed what past practice has been and the appropriate contract language regarding assignment of people in the Labor Pool, just to make sure everyone had the same understanding. When Labor Pool employees (either permanent or there on temporary lay off) are assigned to a progression ladder job, they are paid the rate of that job. If they are called in for extra work, they are paid the laborer rate, regardless of where they are blue slipped. An employee who is temporarily laid off to the labor pool but is blue slipped to a progression ladder does have the contractual right to refuse such work if it is not their blue slip rate. Employees need to be told before they accept a call in to work what rate of pay they would get for the work.

1C. OVERTIME

A scenario was described in which a person from the labor pool is filling a vacancy in a line of progression, and there is a need for a few hours of overtime after the end of the shift. Does the overtime go to the person working the job (the labor pool employee), or do you call someone in who is blue slipped to that progression ladder?

The Joint Committee agreed that past interpretation of the contract has always been that if a person is assigned to the

job, it is their responsibility to fill it until they are relieved. They are therefore temporarily in the job classification and are the appropriate person to get the overtime. Where the person is blue slipped does not matter in this type of situation.

2. BANKED VACATION

The Union Committee had researched the intent behind the negotiations of the banked vacations. It was intended that banked vacations could be signed up for in the first come, first served sign up period that begins June 1. Banked vacations cannot be signed up for during the seniority sign up period.

A vacation sign up form was developed that the Joint Committee wants all departments to use so that there is some consistency in the mill. Human Resources will be distributing the form to departments.

3. SENIORITY GROUND RULES PROPOSAL

The Joint Committee again reviewed the last-in, first-out (seniority groundrule) proposal that the Union membership is voting on. The members of the committee wanted to ensure that they all had the same understanding of the proposal so that employees' questions could be answered the same way regardless of which committee member they talked to.

The Committee then discussed what would have to happen next should the proposal be approved by the Union membership. The Management Committee suggested that a Management Committee member and a Union Committee member hold meetings with affected people in small groups of 4 or 5. A Human Resources representative and Gene Dixon will do all the meetings, to ensure greater consistency of the message.

At those meetings senior employees would be asked to choose between staying in the labor pool, or bumping into a progression ladder job. The Joint Committee felt that giving the persons 24 hours to make that decision was appropriate. Also at the meeting it would be explained how other employee's grandfather rights may impact the mill senior person, how the labor pool will function, estimated likelihood of working if they stayed in the labor pool, etc.

The Joint Committee explored the idea of what if someone initially chooses to bump into an available job, and then changes their mind? That would impact other employees. It was agreed that employees and departments will have the 60 day probationary period and that would function the way it always has. If the senior person who bumped into the progression ladder under this proposal was either disqualified by the company or chose not to stay in the ladder (within the 60 days), that would create a permanent

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opening in the ladder and the senior grandfathered employee would get it. Once people make a bump, that's the end of it - they cannot exercise another bump option.

"Qualified" for the purposes of assigning mill senior employees who elect to bump will mean if they were previously blue slipped into the ladder.

The Joint Committee will meet on Monday, April 19 to finalize the plans if the proposal passes.

4. GROUNDWOOD EMPLOYEE'S SCHEDULE CHANGE REQUEST


A Groundwood employee requested to change their schedule from a 5 day, 8 hour shift to a 4 day, 10 hour shift. The Management Committee has in the past shared Mill Management's view that we want to keep the number of different shifts in the mill to a minimum, and have on that basis denied other similar requests. Therefore, this request is denied.

5. WOODMILL RUMOR

The Union Standing Committee has been told by some employees that the Woodmill crews are going to be required to work 11 hour days five days per week, plus 8 hours on Saturdays. Is this true?

The Human Resources department checked with Randy McEwen, Pulping Business Manager, after the Standing Committee meeting. He said that the crews will be working this schedule for the short term ONLY (approx. mid-May). The reason is that there is a shortage of alder chips, and they are having difficulty in keeping up with Groundwood's and Halsey's needs for alder. The department would like to add a second shift, but there are not enough logs available to keep a second shift fully employed.


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 Kiepkke, Bob Sullivan, Kris Keeler, and Larry Reandeau.

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.

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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.