

STANDING COMMITTEE MEETING MINUTES

April 15, 1998

Present:

USC – Gene Dixon, George Brajcich, Stuart Potter, Billy Taylor, Kris Keeler, Claude Weaver
MSC – Keith Larson, Tom McGuigan, Frank Walsh, Mark Schneider, Dan Hickey

Agenda:

1. Grievances: 98-03, 98-04, 98-06, 98-10, 98-12, 98-15, 98-17, 98-18, 98-19.
2. Military Training
3. Stores Work Hours
4. Pay Rates for Handstacking
5. Vacation Leveling
6. Unscheduled Vacations

1. Grievances:

98-03: J. Radich – Outside Fabrication

- USC accepts settlement.

98-04: B. Lindsley – Job Duties

- USC – concerns around job description. Several new descriptions. If duties are moved from bargaining unit to bargaining unit that is O.K. If the duties are eliminated that is O.K. If duties were moved from bargaining unit to management then there is a problem. Union wants original job description reviewed and duties identified (who's doing the work).
- MSC will push forward the process.

98-06: D. Engstrom – #1 & #2 Paper Machine Scheduling

- USC: Discussed in scheduling committee. Schedulers propose a settlement of 11 hours. USC is proposing this.
- MSC: Accepts 11-hour straight time proposal. Grievance is settled.

98-10: P. Pruett - Discrimination

- On hold pending investigation.

98-12: Thomason et. al. – Red Circle Pay

- USC: Red circle people not necessarily pay rate.
- MSC: Keith and Claude to follow up with N. Dittrich

98-15: C. Cruz – Letter of Reprimand

- USC: Had been told that she was trained to work this way.
- MSC: Disagrees that she was trained that way. Have begun a safety orientation program for new hires, and/or refresher course for employees involved with accidents/safety infractions. C. Cruz's assignment to this program is not voluntary. M. Schneider to review reprimand.
- USC: This grievance is settled.

Attachments:

98-17: D. Vogel – Shipping Scheduling

- USC will respond next meeting

98-18: J. Page – Unitizing Scheduling

- USC: D. Harms was on vacation in Shipping. D. Borgstrom was moved from Unitizing to fill vacancy in Shipping as the only qualified replacement. Then Borgstrom's vacated position in Unitizing was left open. USC feels we need more qualified replacements in Shipping.

98-19: T. Fillman – Unitizing Scheduling

- USC: Unitizing Coordinator job was recently established and the company has chosen for various reasons to leave it open. Training is not the issue.
- MSC: Hold for further investigation.

2. Military Training

Military Training Memorandum of Agreement signed by both parties attached to minutes.

3. Stores Work Hours

- MSC: Stores window closes at 3:30 p.m. and no guard is available from 3:30 – 4:00 p.m. There have been three (3) incidents recently which have lead to longer downtime waiting for parts. Storeroom will modify start times to cover this time. One (1) person will work 7:30 a.m. – 4:00 p.m. and will be paid 1/2 hour shift differential. They will rotate unless someone volunteers for these hours.

4. Pay Rates for Handstacking/Handpacking – in Roll-side Converting and Box Facial

- MSC: In years past, handstackers were paid higher wage rates. Automation has changed this type of work. The company is considering paying the Laborer rate. This does not apply to the Napkins area due to rotation.
- USC: Raised several issues for MSC consideration.
- MSC: Will study.

5. Vacation Leveling

- USC: Q: What are the minimums and maximums?
- MSC: A: It is a department by department decision. Some departments can use summer students, based on training time, and allow more vacations. It will be based on operational capabilities.

5. Unscheduled Vacations

- USC: Vacation Weeks Banked listing needs to have the heading clarified. People should not be mislead that they have "lost" vacation weeks if their bank is full.

Next Meeting: Wednesday, May 20, 1998

Gene Quinn 4-24-98
for the Union Date

Kathy Jarm 4-20-98
for Management Date

Attachments.

MEMORANDUM OF AGREEMENT
Between
FORT JAMES CORPORATION -- WAUNA MILL
(The Company)
And
UNITED PAPERWORKERS INTERNATIONAL UNION -- Local 1097
(The Union)

Re: Military Training Encampments and Military Service Leave

Military Training Encampments:

The Company and the Union hereby agree that bargaining unit employees who are members of the National Guard or Organized Reserves of the United States Government Armed Forces, will be granted military leave to attend training encampments. They will be paid the difference between their base pay and military pay (excluding travel and living allowance) for the first two weeks of such temporary training in any one calendar year and not to exceed eighty (80) hours of pay in any one calendar year. Leave will be in addition to the employee's regular vacation.

This section is not intended to apply to training performed on weekends, weekly drills, test alerts, call-ups for emergency duty or the initial three to six months training period associated with enlistment in a Reserve or Guard unit.

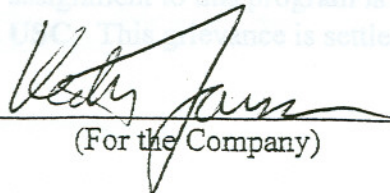
Military Service Leave:

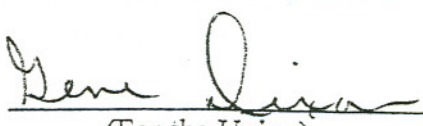
Subject to the following paragraph, an employee's Wauna Mill service will not be broken due to an absence resulting from induction or enlistment (see term definition below) for active duty in the Armed Forces of the United States under an act of Congress which entitles the employee to reemployment.

The employee must receive a "Certificate of Satisfactory Completion" and must make application for reemployment within ninety (90) days following discharge from the initial period of enlistment. (Reemployment rights are protected for a four- (4) year term of duty, plus one (1) additional year if the additional year is requested to extend due to government convenience.) Any question as to whether the discharge was under "satisfactory conditions" or whether the application was "timely" will be adjudicated in the context of applicable law in effect at the time of the application for reemployment.

Upon reemployment (same or comparable job), an employee's military service time will be credited for eligibility and vesting in applicable contractual benefit plans.

Dated this 15th day of March 1998.


(For the Company)


(For the Union)