

STANDING COMMITTEE MINUTES

APRIL 19, 1993

In attendance were Larry Reandeau, Gene Dixon, Kris Keeler, George Kiepke, Claude Weaver, George Brajcich, Joe Hertig, Trisha Norvell, and Shelley Prouty.

The meeting topic was the implementation of the one-time bump option, which was approved by the Local 1097 members.

1. What happens if a labor pool employees elects not to attend one of the meetings that are going to be scheduled?

The options are to either leave them blue slipped to the labor pool, or just get the forms to them and give them 24 hours to complete them and return them to Human Resources.

The Joint Committee agreed that in the event that the Company has made a reasonable effort to contact someone but can't contact them, send them the forms via registered mail. The employee must return the forms within 24 hours from the receipt of the information. If they don't return it within that time frame, then they have, through their inaction, elected to stay in the labor pool.

2. Roles of Committees in the meetings.

The Union Standing Committee wants Management to conduct the meetings. The Union officials at the meetings are there for representation and to help answer questions only.

3. Qualified

The Joint Committee reviewed the decision reached at the last joint meeting about the definition of qualified as it applies to this one-time bump to ensure that everyone still had the same understanding. Qualified in this situation, it was agreed, means that if a person was actually blue slipped in a job, they are qualified for that job (for the purposes of assigning the individual to an available job should they elect to bump).

If none of the individuals electing to bump into available jobs are qualified (previously blue slipped) in any of the available jobs, then their training will be considered to determine placement.

4. 60 day probationary period

The people who elect to bump into an available job will have a 60 day probationary period as per the Labor Agreement. If someone, during the 60 days, chooses an available job and is then disqualified or returns by choice to the labor pool, they cannot bump into another job - they will remain in the labor pool until they can exercise their grandfather rights. If a person returns to the labor pool in this way, it creates a permanent opening, which the employee with the grandfather rights will get.

5. Meetings with labor pool employees

The next group of meetings will be held at the Union hall:

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| Tuesday, April 20 | 1:00 p.m. |
| Thursday, April 22 | 7:30 a.m. |
| Friday, April 23 | 1:00 p.m. |

The Clockroom Attendants will be calling people to ask them to come to the appropriate meeting. We want to meet with the senior 30 to 35 labor pool employees, and then get their election forms back before meeting with the rest of the labor pool employees. That should give the Committees better information to share with the more junior employees.

6. Timing

The Joint Committee agreed that all the people and all of the moves to be made under this one-time bump will be identified by April 30, 1993. Then, any vacancies (from retirements, etc.) after April 30 create permanent openings which grandfathered employees will fill.

*See correction
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7. Possible questions

The Committee identified some questions they thought people might ask that need to get answers to, if possible.

- Which jobs are available?
- Chances of working if stay in the labor pool.
- How to schedule vacations.
- How will the people in the labor pool be trained.
- How many people are grandfathered in each progression ladder.
- What is the curtailment outlook for napkins.
- If the available jobs are relief positions, how busy will the department keep the relief.

8. Other items

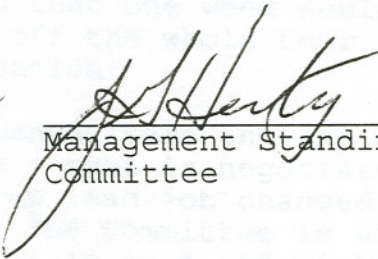
Referencing the memo from Human Resources regarding pay for Union officials, the Union Committee asked if it is legal to pay some people at a meetings and not pay others. They also believe this change will limit shift workers motivation to participate in various committees and come to meetings, as it sends the message that their input is not important, and that only day workers should participate in meetings.

The Management Committee responded that yes, it is legal, and that the intent was never to discourage participation. Shift employees are valued as is their participation. The intent is to reduce costs, which we MUST reduce further.

Joe Hertig will review this input with the Wauna Steering Group.



Union Standing Committee



Management Standing
Committee

APRIL 19, 1993

Item number 6, timing of the one-time bump: The minutes incorrectly reported the effective date of the one time bump. The one-time bump is effective May 3, 1993. Any vacancies (from retirements, etc.) after May 3 create permanent openings which grandfathered employee(s) will fill.

2. VACATION POLICY PROPOSAL, TECHNICAL

There are two people in the department who work a 10 day on, 4 day off schedule. When they take a day off to day off vacation, they are off for 18 days for one week of vacation. The department management is concerned about this from a fairness standpoint; these two employees are senior so could tie up quite a bit of "prime" vacation weeks, plus the other day workers in the department don't get that much time off. Department management proposed that one week would be 9 days off, and if the employee took off the whole tour (18 days) that would be two weeks of vacation.

The Union Standing Committee cannot take the day off to day off choice away from employees - that is negotiated. This same issue is why the Stock Prep lead job changed to a 4 on 4 off schedule some time ago. The Committee is willing to explore schedules other than the 10 on 4 off with department management to try to develop one that meets employees' needs and the department's needs for two people on shift.

Department management said they would look at different schedules, maybe, or see if there is a different way to get some of the tasks done that currently require two people, so that two don't have to be on at once.

3. ONE-TIME BUMP

May 3 is the official date for the bumps to be effective for purposes of knowing how to fill any openings that occur after that date. The actual movement of employees will occur over the next month or so - the actual effective dates of the moves will be communicated to all affected employees as soon as they are known.

The person being bumped from a progression ladder will not be the trainer for the person coming in to the job. If the area into which a senior employee is bumping is curtailed, their training should start anyway unless the training absolutely requires that the machine(s) be running.

The Joint Committee knows that the employees in the active labor pool are wanting some forecast of the curtailment projections for Converting, since their curtailments impact who is in the labor pool short term. Management would also like to have a reliable forecast, but are not able to get one or create one - productions plans change too frequently.