

## STANDING COMMITTEE MINUTES

APRIL 30, 1993

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

### Items discussed:

1. Barge unloading & ILWU dispute
2. Equal Employment statement
3. 3,4, & 5 Toilet Tissue issues
4. Maintenance vacation guidelines
5. Punch lists
6. Compressed work week, Maintenance
7. Quality Technicians calibrating the Kawabata friction tester
8. Call in procedure; expectation of employees to accept work when available
9. Status of injured employee

### 1. BARGE UNLOADING & ILWU DISPUTE

The ILWU (Longshoremens) are challenging Brusco, and barge/shipping company, and were threatening to picket when some logs were brought to Wauna. The logs were transferred in the middle of the river from the Seaspan barge to a log raft that was towed to Wauna by a WTCO barge. The Management Standing Committee told the Union that the ILWU might try to put pickets at our gates, but that management didn't think they could legally since Brusco was not at the mill site. If they were to picket, management would request that they leave. In any event, if they do picket at the gates, all UPIU Local 1097 Wauna employees have a contractual obligation to cross the picket lines and come to work.

### 2. EQUAL EMPLOYMENT STATEMENT

The Management Committee formally requested Local 1097's continued assistance in meeting our Equal Employment Opportunity (EEO) commitments, and their continued assistance in the resolution of problems that may arise. Local 1097's help in working with employees to resolve issues, and in bringing issues to management's attention has been greatly appreciated.

James River is an Affirmative Action employer, which requires us to have a written affirmative action plan. A copy of the plan is available at Terri Opsahl's desk in Personnel for employees to review if they wish.

### 3. 3,4, & 5 TOILET TISSUE ISSUES

The Union Standing Committee received a petition from the crews in 3,4, & 5 to not change the progression ladders. The Union Committee has nothing to do with changing ladders and has encouraged the petitioners to voice their concerns to their department management.

The Management Committee has talked to the department superintendent and he has been soliciting input from the employees and supervisors. A decision to change the progression ladder has not yet been made.

### 4. MAINTENANCE VACATION GUIDELINES

The Union Standing Committee requested that maintenance use a term other than "restricted" in their vacation guidelines, because that term connotes a totally different topic in the minds of a number of people (formerly restricted holidays). They also requested that truck shop, oilers, and material handlers be separated from the mechanics, as they are covered by different sections in the labor agreement.

The representative from Maintenance on the Management Committee said that the "50% crew" language in the vacation guidelines is a guideline, not a hard and fast rule. The vacation guidelines that were published this year in maintenance were no different than the guidelines they've used in the past. He recognized that it was probably confusing because this year they were initially published with the title "Department Leveling Guidelines", but maintenance isn't going to level vacations since they do not backfill vacancies. The Management Committee also stated that if people already have their vacation signed up and approved, and then a big down is scheduled that conflicts with those vacations, the vacations will not be canceled or reduced.

### 5. PUNCH LISTS

The Union Standing Committee had been told by an employee that nothing has changed regarding the use of punch lists, and asked to review the agreement reached between engineering, maintenance management and crews, which was to include a person from the appropriate crew on the walk through of an area, and then give the punch list to the mechanics committee so they know what is going on.

The maintenance representative on the Management Committee said that was the agreement, and department management and the mechanics committee developed the process and agreed on it, and it had been communicated to employees. See the attached memo that outlines the process.

#### 6. COMPRESSED WORK WEEK, MAINTENANCE

There are evidently a number of rumors floating around maintenance and they are causing some confusion. The department management and some mechanics are working on two separate issues, but they are becoming intermingled in the rumors. One issue is the transition of shift mechanic reliefs back to day shift, and the other is the selection of shift mechanics. Management stated that they want a consistent process throughout maintenance, and they also want it to be a process that the crews help develop. Right now department management is waiting for the crew representatives to respond to management with a proposal of how they would like to see the two issues resolved.

The mechanics committee is working on the system for selecting shift mechanics. Once that is developed, then the department will get the Compressed Work Week Committee involved to help the department figure out how to transition shift reliefs back to day shift. The department's intention is to review the final proposal with the Joint Standing Committee before implementing it.

#### 7. QUALITY TECHNICIANS CALIBRATING THE KAWABATA FRICTION TESTER

The Union Standing Committee was told by some instrument mechanics that the quality technicians were going to be calibrating the Kawabata friction tester that they use for paper softness testing. The instrument mechanics were not challenging the testers' doing that, but did want to make sure that they were properly trained, and that the mechanics were willing to assist with the training if needed.

The Management Committee agreed to make sure that the technicians are properly trained, and will call upon the instrument mechanics should they be needed to assist with any training. Evidently all that is really involved is hooking up and using a voltage meter to do the calibration.

#### 8. CALL INS FROM LABOR POOL

The Union Committee requested a more standard approach to be used by the Clockroom Attendants in terms of how much time they give people to call back after leaving a message on an answering machine. Management said they would work with the Clockroom Attendants to develop a standardized approach as much as possible, but the Attendants are still going to have to use their judgment in a lot of situations, and it also depends upon what else is happening at the time. The Union pointed out that management has been too lenient in letting people refuse to come in, and that is part of what has made it so difficult for the Clockroom to get people to fill needs.

For people who are blueslipped in the labor pool, the expectations are very clear that they come in when called.

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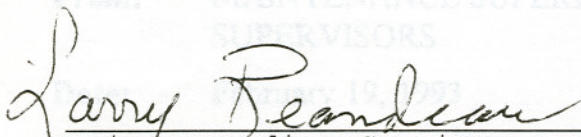
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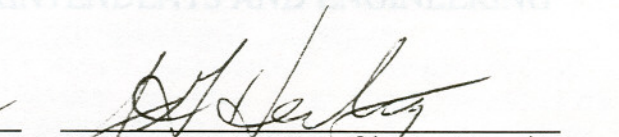
Employees should know that when they refuse work it is reported to the State and will impact their unemployment benefits.

The Joint Standing Committee reminds employees that it is an expectation in the labor agreement that people will come in to work when notified that work is available.

**9. STATUS OF INJURED EMPLOYEE**

Henry Blankenship has been released by his physician for certain types of work, and Henry will be exercising his seniority rights under the one-time bump agreement to bump into the core maker position.

  
Union Standing Committee

  
Management Standing Committee



JAMES RIVER CORPORATION

WAUNA MILL

Clatskanie, Oregon 97016

INTRA-COMPANY MEMO

**To:** MECHANICS' COMMITTEE  
**From:** MAINTENANCE SUPERINTENDENTS AND ENGINEERING SUPERVISORS  
**Date:** February 19, 1993  
**Subject:** PROJECT TRANSITION FROM CONTRACT LABOR TO MILL MAINTENANCE

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The following is the method for project transition from contract labor (construction) to operations and mill maintenance crews that was agreed upon by the joint Union-Management Mechanics' Committee.

- I.. For projects managed within the mill, that is by mill engineering or a maintenance mill representative:
  - A. After generating the one time punchlist by the project team and its completion by the contractor, the system or process will be turned over to the mill for maintenance.
  - B. If an outage is required to complete the aforementioned punchlist, the next available schedule down would be used for that purpose.
- II. For projects that are managed by other than mill personnel, it is recommended that a formal signoff procedure be used for stand alone processes (i.e. pumping system from suction to discharge).
  - A. A one time punchlist would be developed for each process and upon completion of that punchlist, that process would then be maintained by the mill crews.
  - B. An attached visible indication on each stand alone process would indicate its status.

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STANDING COMMITTEE MINUTES

APRIL 29, 1993

In attendance were Joe Hertig, Barney Wheeler, Bob Sullivan, George Kiepke, Larry Reandeau, Kris Keeler, Al Rollins, and Shelley Prouty.

Agenda Items:

1. Kraft Mill & Pulp Dryer progression ladder.
2. Call ins & pagers

**1. KRAFT MILL & PULP DRYER PROGRESSION LADDERS**

Several months ago the Kraft Mill management presented a change in the progression ladder to the Standing Committee, in which the Kraft Mill and Pulp Dryer were joined at the bottom job. At that time, department management did not fully realize the impact that change had when they curtailed or shut down the pulp dryer.

The Utility in the Kraft Mill has to be able to move up two rungs of the ladder. If the two ladders remain joined, then all eight pulp dryer employees would have to be trained in the bottom several rungs of the Kraft Mill. That creates a training burden, plus the fact that it might be six months to a year between opportunities to work in the Kraft Mill, so it would be extremely difficult to keep the skills current.

The Kraft Mill management notified the Standing Committee that the ladders would be uncoupled and returned to the way they were before they were joined. This change will be effective May 3, 1993.

The Union Standing Committee stated that they believed they had raised some of these issues before the change was made, to make sure the department was aware of them. Their interest is to protect the rights of the people in the pulp dryer who are capable of working in the Kraft Mill. The Union Committee believed that the pulp dryer employees would be worse off with the uncoupling of the ladder, because having the joined ladder gave them another option before returning to the labor pool when the dryer is curtailed. They suggested that the pulp dryer employees be asked if they want grandfather rights to the kraft mill utility position to be trained and used in the kraft mill when the dryer is down.

The Management Committee could not agree to that suggestion, as none of the pulp dryer employees have established "rights" to the kraft mill ladder.

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The Union Standing Committee told management that if people in the pulp dryer believe that their seniority is violated by uncoupling the ladders, their issues and any resulting grievances will be processed by the Standing Committee.

2. CALL INS

The Union Standing Committee asked if management would call a beeper or pager if employees want to use those to be notified of work, and then give them 5 minutes to get to a telephone. It would be helpful to have a decision on this that could be communicated at the May 5 meetings with Labor Pool employees. Management said the suggestion would be considered and will respond.

  
Union Standing Committee

  
Management Standing Committee