

STANDING COMMITTEE MINUTES

APRIL 3, 1991

Present were: Billy Taylor, Dave Viera, Shelley Prouty, Kris Keeler, George Bracjich, Larry Reandeau, Clay Pillar, Linda Raynor, Trisha Norvell, Barney Wheeler

AGENDA

- * Training/Converting; Napkin Head Adjusters
- * COBRA Rates
- * Converting Freeze Requests
- * Day Off to Day Off Vacations
- * Grievance 91-1; 2nd Step
- * FOCUS
- * New Employee Training & Selection Process/#1&2 PM
- * Select Care
- * Standing Committee Walk-Thru Process

Converting/Napkin Adjuster Training

Napkin Head Adjusters Pete Lever, Bill Robinson, Buzz Allen, and Reino Callio presented their plan for consistent training for adjusters in the napkin areas. The intent of the training is to upgrade the adjusters' skills. The Head Adjusters are working with Kai Nyberg to break the adjuster's job into specific components. The training program will be flexible and non-threatening. Job performance issues which may arise are the responsibilities of management.

The request of the adjusters to receive basic instructions on how to read electrical schematics will be discussed with the Mechanics Committee. The reason for that training is to upgrade the adjusters' knowledge for trouble shooting problems on the machines.

The training program is continuing to evolve. All Head Adjusters will agree on the full scope of the job of the Head Adjuster and develop specific training in those job skills. The current plan is to rotate trainees through different trainers. The training program will utilize specific skills and strengths of individual Head Adjusters.

Training Committee Members plan on discussing the training plan with Jim Crowson and Jim Cadd in the near future. Implementation of the plan will require financial support.

COBRA Rates

The Union requested clarification of the COBRA Act as it pertains to children of employees. The following information will provide that clarification:

Per the COBRA Act of January 1, 1987, once a dependent child ceases to be an eligible dependent because he/she has reached the limiting age under a group health plan, the dependent child becomes eligible for COBRA continuation as an adult. As an adult the individual cannot be considered as a family member and cannot be covered under our Labor Agreement. The James River Labor Agreement states that a dependent child over 19 years of age, and up to 23 years of age, must be a full time student to be a covered dependent. If they are not attending school, and become an adult (i.e., 19 years old) the COBRA law goes into effect. The intent of the law was to assure that these individuals have access to health insurance coverage when they are no longer eligible for the benefit under the Labor Agreement.

The Aetna rate started out quite low because it was based on the Wauna Mill active hourly group average for calendar year 1986. As people have opted to take COBRA coverage, the rates are figured on the group experience for the preceding calendar year. The reason for the increasing rates is that the actual cost of providing health care to that group is increasing dramatically. On Select Care and Kaiser the rate is the composite rate we pay for premiums, plus 2%, effective March 1, 1991. The 2% is Federally mandated. Aetna bases the COBRA rates on the experience of the COBRA group only.

Changing the rate paid by children of Wauna Mill employees who are no longer eligible as dependents would require negotiating that benefit.

Freeze Requests

The Union received requests from two Converting Plant employees to freeze in their current position on their respective progression ladders.

Day Off to Day Off Vacations

An employee on a day off to day off vacation was incorrectly scheduled for a senior move the week following the vacation. The Company improperly paid the employee penalties after correcting the scheduling error by providing the opportunity to work the hours the employee should have been scheduled. An employee on a day off to day off vacation returns to the same crew the employee was scheduled prior to the vacation.

Grievance 91-1; Overtime Pay; 2nd Step

The Union will not pursue the grievance. The Clockroom Attendants will continue to record the names of the individuals who are called when overtime is required. Department utilization of the Clockroom for call-ins provides assurance that a record of each call is made.

The Clockroom Attendants follow this general procedure:
1) Allow the phone to ring 6 to 8 times; 2) When the telephone is answered by a recording the Clockroom Attendants:

- a. Identify themselves as the Clockroom at the Wauna Mill.
- b. Provide date, time and the job to be filled.
- c. Request call back, or advise that the Clockroom will call the next person.

The specific action taken depends on the job, when it needs to be filled, and how many jobs the Clockroom Attendant must fill during that time period.

Focus

The Standing Committee has received very positive feedback from the four persons who attended FOCUS. Brent Thorud and Gary Ross are to be complemented for their roles in developing and implementing this program.

New Employee Training and Selection/#1&2 PM

Tom Smiley described the recently developed training and selection program. The intent of the program is to provide exposure to the job requirements for the Clean-Up and 5th Hand jobs, and to assess the capabilities of the trainee to perform the tasks at an acceptable level.

Select Care

Some Wauna Mill employees with Select Care coverage have, in error, received prescriptions for a \$5.00 fee at specified drug stores. CLARIFICATION: OUR CONTRACT WITH SELECT CARE DOES NOT PROVIDE WAUNA MILL EMPLOYEES THAT PRESCRIPTION BENEFIT. The prescription benefit for Wauna Mill employees provides a \$50.00 deductible per year and 80% re-imbusement after the deductible has been satisfied. When Wauna Mill employees have received a prescription for the \$5.00 fee they have been asked to return to the drug store, pay the full cost of the prescription and submit a claim for re-imbusement to Select Care.

Walk-Thru Audit

The Standing Committee will continue its' assessment of the Walk-Thru process at the May 1, 1991, meeting

Linda L. Raynor
Union Standing Committee

Trisha Norrell
Company Standing Committee