

April 20, 1990

Standing Committee Meeting Minutes  
April 18, 1990

Those in attendance: Rick Allen, Larry Reandeau, Linda Raynor, Carl Lang, Frank Darling, Gene Dixon, Billy Taylor, Mike Wendling, Shelley Prouty, and Trisha Norvell.

Agenda Items;

1. Payroll Checks Direct Deposit.
2. Grandfather Rights Groundwood Utility.
3. Second Step Grievance Groundwood 90-3.
4. Sexual Harassment/Discrimination Training.
5. Travel Pay Guidelines.
6. Rules and Customs.
7. Health and Wellness Committee Meetings.
8. Lock Boxes.
9. Vacation Guidelines.
10. Sixth Hand Job #1&2 Papermachine.

Payroll Checks Direct Deposit

Rhonda White reviewed the potential to provide the option to employees to direct deposit payroll checks into a bank account. The payroll office has the capability to provide this service providing a sufficient number of employees used the direct deposit option. It was suggested to survey employees interest in supporting this option.

Grandfather Rights Groundwood Utility

The Groundwood and Screenroom were split into separate progression ladders in 1985. Groundwood Utility employees were granted grandfathered rights to the screenroom ladder. The grandfather rights entitle the individual to transfer to the screenroom when an opening occurs. Once the individual by-passes an opening in the screenroom ladder, the grandfather rights are discontinued. An employee who has grandfather rights is not restricted from progressing or accumulating seniority in any progression ladder or job. Rich Robinson is the only person who has remaining grandfathered rights to the screenroom. While he remains in the groundwood progression ladder, he will accrue seniority and be blue slipped according to his department seniority.

II Step Grievance 90-3 Groundwood Pay Rates

Depending on the grade of paper that is being produced on #3 papermachine, the groundwood department has an additional need to assign a bleach operator. The

- Employees are made whole for time lost from their regular job while away from the mill.
- If the employee is involved in the actual training or meeting on a day off the employee is paid overtime and call time.

In review of the State regulations for paying employees for travel pay, we have discovered the Company is required to pay for actual travel time while traveling on the employees days off for hours traveled between the normal work hours. For example, if the employee was scheduled 8-5 Monday through Friday and traveled on Sunday from 2-5, the employee would be entitled to three hours pay for travel time. For hours traveled outside of 8-5 the company is not required to compensate the employee. We therefore will be making changes in the travel pay policy to adhere to the State requirements.

Since the compressed schedule complicates the determination of regular hours on the employees day off the following is being suggested.

Travel time will be paid when traveling on your day off, for the hours traveling to your destination between the hours of 8:00 A.M. and 5:00 P.M. The rate of pay will be your regular rate of pay at the straight time rate. No call time will be paid. The Standing Committee will review this suggestion.

#### Rules and Customs

The Union is continuing to review the Rules and Customs.

#### Health and Wellness Committee Meetings

In order to accommodate Union Representatives schedules, meetings will be scheduled after D shift in the mornings.

#### Lock Boxes

The Wauna Mill will be requesting a variance from the State to allow the use of lock boxes. The Union was asked to support the variance by sending a letter to the State endorsing the variance request. The Union will be given a copy of the variance for their review.

#### Vacation Guidelines

Copies of the departments vacation guidelines were reviewed with the standing committee. The Union made the following suggestions after reviewing the guidelines.

If an employee requests a week of vacation that is already filled by a senior request, the employee should

be able to retain his request if there are cancellations and be granted the request on a senior basis.

During the time between May 15, and May 31, an employee should be given the opportunity to make a second choice request by seniority if his first request is denied do to senior people being granted requests.

Some departments have included floating holidays of more than three days as a vacation in limiting the number of employees off in a given week. Floating Holidays should not be a factor in granting vacations.

Limiting the number of people off by crew should not be a hard fast rule.

Sixth Hand Job #1 and #2 Papermachines

The following concerns were raised around the 6th Hd. position.

A lot of the time this position is not filled, then the foreman wash up with water hoses. If the work is needed to be done, why isn't the job being filled.

When the 6th hand position is not assigned, the 5th hand does the cleanup.

There is lack of understanding of the role of this position and how it fits into the ladder.

Schedule for Future Meetings

- 5/31/90 Fact Finding Meeting
- 5/2/90 Standing Committee Meeting- Work on special issues.
- 5/16/90 Standing Committee Meeting- Regular monthly meeting.
- 5/22/90 Standing Committee Meeting- Work on special issues.

*Mike Wendling*  
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Company Representative

*Linda L. Raynor*  
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Union Representative

- cc Local 1097
- Standing Committee
- W.S.G.
- Department Heads
- Payroll
- Jamie Baker
- Kay Crist
- Shop Stewards