

Standing Committee Meeting

May 18, 1994

Attendees: Gene Dixon, Trisha Norvell, Billy Taylor, Tim Winn, Ken Green, and Terri Opsahl.

Agenda:

1. Absentee Control
2. Floating Holidays
3. Bark Dust
4. Request for Freeze
5. Grievance #94-06; #5 PM bonus pay
6. Grievance #94-20; Displacement of an employee by a medically restricted employee
7. Grievance #94-21; Pulp dryer clean-up done by Kraft Mill utility
8. Vacation Scheduling
9. Yard Crew Case - Rate of Pay
10. Reprimand Process
11. Grievance #94-24; Letter of Discussion; Grievance #94-25; Letter of Discussion & Grievance #94-26; Reprimand (same person)
12. Complaint #94-02
13. Woodmill Requesting a Temporary Rate for Log Stacker Job
14. Special Assignment for Labor Pool Employee
15. Process Services Progression Ladder Changes
16. Training Issues for Pulp Testers
17. Chip Barge Cat Operations
18. Meeting w/Charly Warren

1. Absentee Control -

- The Union stated that Billy Taylor, Kris Keeler, & Claude Weaver will participate in a joint union/management committee to review the current absentee process.

- Those same people will be handling Labor Pool issues, along with Shelley Prouty and a designated Clockroom Attendant.

2. Floating Holidays -

- Management's response to allowing personal floating holidays to be taken on their days off was that employees have in the past been allowed to take personal floating holidays on their days off. The basis for this has been per the labor agreement, Section 14, G, Paragraph 1; "Such special holidays to be arranged at dates mutually agreeable to the employee and the Company, during the contract year."

- The Union stated that the basic issue is that pay for floating holidays is input by a supervisor/foreman and Payroll has in the past arbitrarily not paid the floating holidays. The Union has requested that when Payroll has an issue or question regarding the pay input for floating holidays, they should communicate with the person who input the pay in a timely manner. Employees do not like to find out their pay has been altered only after receiving their check. The concern is not the challenge of the pay, but communicating any questions or concerns before pay is altered.

3. Bark Dust -

- Union Committee members have been approached by employees wondering why bark dust ran out and wasn't available to mill employees for a few days, and now that it is available, it is only available for mill employees. There was also the question of retirees and if they are allowed to get bark dust?

- Management explained that since bark dust had become sparse, it was decided to make it available to mill employees only; including retirees. It was also decided that bark dust would be loaded only in vehicles that had a "Wauna Mill Parking Permit" sticker, or daily permits would be made available in the Main Security Guard Shack to those employees who did not have parking stickers. This would allow for retirees to obtain bark dust.

Management also has instructed the Yard Department to only fill pickup trucks and any truck with a load capacity of less than 10 yards. Continued availability and method for distributing will be monitored on an as needed basis.

4. Request for Freeze -

- Management denies the request. The need to be on a compatible shift with a spouse is not acceptable to the Company. As a basis for freezing, the Company expects people to progress.

- The Union feels that the Company has in the past approved freeze requests for a variety of reasons (e.g., medical, etc.) and that this freeze request isn't significantly different from others that have been approved. The Union feels this request should be approved and declared this issue unresolved and will continue to pursue.

5. Grievance #94-06 -

- The Union wanted to clarify last months meeting minutes to reflect several corrections. Item #8 of April 20, 1994 minutes should say:

- In the past, the Company was incorrectly paying call time and the bonus to employee's called in for putting on machine clothing on **off-shift**.
- **The** Company should not have been paying "call time" & "clothing time". (delete the reference of bonus pay - employees do not receive all three types of pay.)

- Union said it was recently re-submitted with a new grievance number.

- The Union wants to ensure that it's understood that employee's have not received call time, clothing time and bonus pay. They also wanted to clarify that the 36 hour provision has nothing to do with the clothing time section.

6. Grievance #94-20 -

- Grievant is off with a medical problem, so the Union and Management will continue to work towards a timely resolution.

7. Vacations (cut off date & time for seniority vacations) -

- The Union wants the minutes to reflect that departments are inconsistently administering the vacation cut off time and date. Some departments cut off seniority vacation requests at 7:00 a.m. on Sunday, May 15, however, others picked up their requests on Monday morning, May 16.

- The issue was raised regarding the specificity of May 15 as a cut off date and the designated time of 7:00 a.m. as the cut off time.

- The Union also wanted Management to know that they will have concerns if the number of vacation allotments for 1994/1995 should fall below the vacation allotment provided last year. If the number of vacation allotted in a department are expected to be lower, the Standing Committee should be notified.

9. Yard Crew Case (Rate of Pay) -

- Managements response to last month's issue was there is no "rate of pay" designated for the Case. Yard Worker's will be paid the Yard Worker rate of pay when operating the Case.

- The Union does not agree and will pursue this issue further. The Union also maintained their position that a Yard Worker should be paid the same rate of pay when running the Case equipment as the Equipment Operator is paid.

10. Reprimand Removal Process -

- Management agrees to allow employee's to request removal by the Human Resources Personnel of reprimands and letters of discussion. The HR Dept. will notify the Supervisor of the removal request and the action taken.

11. Grievance #94-24 -

- Management responded that the grievance was denied. The Letter of Discussion was issued to get the employee's attention to a performance problem.

Grievance #94-25 -

- Management thought this grievance was previously withdrawn; why is it now being taken to the 2nd step?

- Union said it was recently **re-submitted** with a new grievance number.

Grievance #94-26 -

- Management is denying the grievance. The reprimand issued to the employee represents a continuation of progressive discipline.
- Grievances #94-24, 25 & 26 are unresolved. The Union and Management will continue to pursue resolution.

12. Complaint #94-02 -

- The Company uses 8:00 a.m. on Friday as the time the schedule becomes fixed. If we had known of a need sooner, we could have done things differently.
- The Union will pursue more fact finding on this complaint.

13. Woodmill Request for a T-Rate (Log Stacker job)-

- Management is waiting for a job description to be completed.

14. Special Assignment from Labor Pool -

- Shelley Prouty notified the Standing Committee that a Labor Pool employee will be working on a special assignment for John Montgomery, entering data into a data base system. The project is expected to last approximately 6 months. Shelley will review the progress of the project with the Standing Committee in about 5 months.

15. Process Services Progression Ladder Change -

- Process Services is combining duties of the Quality Tech. job and the Sr. Quality Tech. job. Both jobs are paid at \$18.835/hr.
- The Union will respond at a later time, if they have any concerns.

16. Training Issues for Pulp Testers -

- Joe Hertig talked with Mike Woods and they currently are not using paper testers to cover pulp test jobs on a continuing basis. Technical Dept. supervision is not aware of any problems with the availability of pulp testers, however, if it becomes a problem they will look at expanding the number of people qualified to do pulp testing.
- The Union stated that the Technical Dept. may need to provide training.

17. Chip Barge Cat Operations -

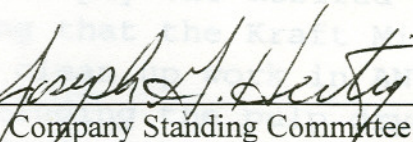
- At this time, Wauna-Mill Management does not want to take on the duties of moving the chips on the barge. This is currently being done by barge employees.
- The Union will do further review and then respond.

18. Meeting With Charly Warren -

- The Union Standing Committee and E Board had asked Joe Hertig to set up a meeting with the new Mill Manager, Charly Warren. Joe is in the process of setting that meeting up for June 1st.



Union Standing Committee



Company Standing Committee

The Union Committee's belief is that the specific work done in this case IS normally done by the pulp dryer crew and has been their past practice, as it is work that can only be done when the dryer is down. Since the pulp dryer crews were laid off and available, they should have been used to do the work. The Committee requested 8 hours of straight time pay for the senior pulp dryer operator to resolve the grievance.

DECISION:

The Management Committee agreed to pay the desired settlement with the understanding that the Kraft Mill Utility can and may be used for clean up work in ANY area under Kraft Mill management, including the pulp dryer. The agreement does NOT mean that a Kraft Mill Utility can only assist an operator - they may again be used just as they were in this situation. It is not management's intent to lay off dryer people for the purpose of getting work done at the lower utility rate of pay. When it makes good business sense to do so, the dryer employees will be utilized, but there will be times when it makes more sense to utilize the Kraft Mill utility to perform the kind of work at issue in this grievance. Kraft Mill management will try to give dryer operators adequate notice before a shutdown so that they can do the clean up of the area, but this will not always be possible.

The Union Committee accepted the settlement and trust that the department management will diligently try to give operators adequate notice before a down to clean the area.

2. CLARIFICATION OF MAY 18, 1994 STANDING COMMITTEE MINUTES

1. Page 1, item #2: the Payroll department did not act unilaterally; they were operating under instructions from the HR department of a few years ago. That direction was to not allow people to take floaters on a day off. The Union Committee requested that if Payroll is going to change a person's pay to let them know before the paycheck comes out.

Departments are reminded that they must make daily pay information that they input available to employees so they can verify that their pay has been input correctly and question if they disagree.

2. Page 4, Complaint 94-02: the context of the discussion was in regard to how the Labor Pool scheduled is developed and does not apply to other sections of the labor agreement.

3. Item #17: The Union Committee wanted it clearly stated that Local 1097 claims jurisdiction for the chip barge cat work. The Company does not agree and does not acknowledge any jurisdictional claim by Local 1097 to the work currently being performed by employees of the barge company.

3. GROUNDWOOD EMPLOYEES' REQUEST FOR CLARIFICATION OF 1985 AGREEMENT

A sub-group of the Joint Standing Committee will review the document of the 1985 agreement and provide their understanding to the larger Standing Committee to review and then reply to the employees.

4. MILL SENIORITY LIST

A few changes were made to the seniority list based upon information from employees that WAS supported by documentation in personnel files. The final mill seniority list will be distributed as soon as possible.

5. GRANDFATHER RIGHTS FOR FUTURE POSITION ELIMINATIONS

The Joint Committee formally agreed to extend grandfather rights (for future permanent openings) to employees who are displaced out of their line of progression due to job reductions.

6. HOURLY 401(K) PLAN

Some employees were confused after attending a StockPlus meeting and thought the new information also applied to the hourly 401(k) plan. The hourly 401(k) plan is completely and totally separate from the StockPlus plan and is NOT impacted by any of the changes to the StockPlus plan.

7. GRIEVANCE 94-06; PAPER MACHINE BONUS PAY

The Union Committee requested a clarification of Management's response. Both the Union and the Management Committee agree that the contract specifies that Bonus Pay (paper machines) is separate from Call Time.