

STANDING COMMITTEE MINUTES

MAY 19, 1993

In attendance were Joe Hertig, John Melink, Trisha Norvell, Al Grantham, Randy McEwen, Gene Dixon, Kris Keeler, George Kiepke, Larry Reandeau, and Shelley Prouty.

Items discussed:

1. Job analysis
2. Grievance 93-12, Converting reading policy
3. Grievance 93-15, Maintenance crew call-in
4. Grievance 93-16, Factory rep doing hands-on work
5. Grievance 93-19, Returning late from break
6. Grievance 93-8, Job eliminations
7. Box facial
8. Labor Pool call-in process
9. Shipping petition to vote on shift schedule

1. JOB ANALYSIS

The Accounting department has committed to getting the necessary numbers to the Job Analysis Committee by June 1, 1993.

2. GRIEVANCE 93-12, CONVERTING READING POLICY

A member of the Management Committee conducted a survey of Converting supervisors, and the findings show that when supervisors see someone reading where they shouldn't be, they do address it. Just a few weeks ago (after this grievance was filed), the grievant was observed by a supervisor to be reading, and was not in a designated reading area. The supervisor talked to him about it, not realizing that a letter of discussion had already been issued to this same employee.

The Management Committee did not see evidence of the inconsistency of the application of the reading policy that was reported at the last meeting. Supervisors do address it when they see a violation of the policy.

The Union Committee continues to believe that the department's application of this policy is inconsistent - they must be consistent and treat all employees the same. The grievance was withdrawn.

3. GRIEVANCE 93-15, MAINTENANCE CREW CALL-IN

Two maintenance employees from the woodmill area crew were left off the call-in sheet, and mechanics not from the area crew came in to do the work. The Union Committee stated that it is a commitment that maintenance supervisors have made that the area crews will be called in first. Additionally, management has told the union that it is important to have the expertise of the areas crews, and past practice has been to call in the area crew members first. Both these grievants have a history of almost always coming in when called; if they didn't, the Local wouldn't be pursuing the grievance.

The Management Committee's research showed that one grievant was incorrectly shown on the schedule as unavailable, so the Clockroom Attendant didn't call him, and the other grievant was somehow overlooked. The grievance will be settled as requested by the grievants.

4. GRIEVANCE 93-16, FACTORY REP DOING HANDS-ON WORK

The Union has asked management to notify the mechanics committee whenever a factory representative is going to be in the mill and may be doing mechanical work.

The factory rep did a minor task that took about five minutes, and as soon as the supervisor found out about it, he talked to the factory rep and reminded him that he should not do that type of work. The Management Committee believed the spirit of the contractor notification process was fulfilled - the crew from that area was notified before hand that a factory rep would be in and what he would be doing, and the factory rep was told before he started his work in the mill that he was not to do mechanical type work.

The Union Committee expressed a concern that there is no way to "control" factory reps, to ensure that they don't do hands-on work. In this case telling him before he came in the mill didn't work. The Mechanics Committee should have been notified. If Management will commit to always filling out the notification form when factory reps are coming in, the Union Committee will withdraw the grievance.

The notification form was not completed and sent to the Mechanics Committee, as the rep wasn't being brought in for any work other than advice - he overstepped the bounds, laid out by management. The Management Committee believes it is unreasonable to have to complete the notification forms every time a rep will be coming in and you know they are not going to be asked for anything other than advice. There is no argument that the notification process is to be followed when management knows the rep is coming in to do some hands-on type work on equipment. One suggestion that was made was

to develop a "clean list" of vendors that typically come into the mill, and review those vendors with the Mechanics' Committee once, and that would cover all their trips into the mill.

The Union Committee did not believe a "clean list" would satisfy the maintenance employees.

The Management Committee restated that management has been following the proper procedure for notification; in this case, there was absolutely no intent for the rep to do any mechanical work. Management will continue to honor its commitment to the notification process, and will review that process again with department heads at the next morning meeting. This was accepted by the Union Committee.

5. GRIEVANCE 93-19, RETURNING LATE FROM BREAK

An employee in Converting was given an informal discussion for returning late from a 30 minute break. The employee believes his supervisor is harassing him and singling him out, so requested a shop steward present at the informal discussion. The shop steward noticed that the clock on the operating floor and the clock in the supervisor's office were five minutes different from each other. The steward also talked to other employees who operate the machines next to the grievant's, and that said he came back on time.

The Union Committee agrees that this particular incident is trivial, but the employee believes it is just one more instance in a series of incidents that have singled him out. The Committee also stated that management has the right and the need to address it when people do not return to their work stations on time.

The Management Committee did some research and got copies of supervisors' personal notes documenting informal discussions that had been conducted with a number of different individuals, by several supervisors (including the supervisor involved in this grievance) dating from 1988 through 1993, all discussing the issue of returning late from a break.

The Union Committee, before the Joint Meeting, did not have that complete information. In light of the documentation showing that others have been counseled for this same type of thing, the grievance was withdrawn. However, they stated that there are some people on that crew who are late returning from break and are not talked to ; remember to be consistent.

The Union Committee then researched what the old Uniform Labor Agreement (ULA) language was in the Failure to Provide

6. GRIEVANCE 93-8, JOB ELIMINATIONS

The Management Committee had further researched this grievance and shared the information. Both of the grievants were blue slipped on the 60th day, not earlier as had been thought at the last Joint meeting. They were blue slipped to the Kraft Mill the first week of January, 1993.

After the close of the first accounting period (around January 28), Communication Papers actual loss was much greater than estimated. Mill management at that point thought there might be some kind of cost reduction edict from upper management. The pulping business unit at the mill met around February 10 and looked at ways they could reduce their costs, and crew sizes entered into those discussions. The business unit manager remembers the department superintendent being very concerned during that February meeting about the fact that two individuals had so recently been blue slipped into the department and were now in jeopardy.

This research showed that there were about 30 days between the time the employees blue slipped and the time that the discussions about reducing crew sizes began. The department superintendent did not have this knowledge before the employees blue slipped, so they were blue slipped in good faith.

7. BOX FACIAL

The Union Committee reviewed a situation that occurred in late April. On April 26, Monday, Box Facial was scheduled to run day and swing shifts Monday through Friday. The day crew worked their shift, and the swing crew worked part a shift. The machines shut down early, and the crew was told to go home and return the next day.

On April 27, Tuesday, the day crew came in but the machine was still not running correctly, so the Clockroom was instructed to call the swing shift and tell them not to come in. The swing shift employees were at that time then told they were in the Labor Pool for the rest of the week.

April 28, Wednesday, some of those employees were scheduled to work through the Labor Pool, and they were told that day to come in on their regular shift in Box Facial on Thursday.

April 29, Thursday, the Clockroom called them again and told them not to come in as the machines were still having difficulties running the available paper. They were then told that they were not in the Labor Pool, but were starting their long weekend off.

The Union Committee then researched what the old Uniform Labor Agreement (ULA) language was in the Failure to Provide

Work section to help clarify the interpretation of our current labor agreement's language (specifically Section 17, Paragraph B). The ULA states "...in case any employee reports for work, whether it be one of his regular days, or on his days off,...." (Section 12).

The Management Committee stated that Paragraph B only applies to when a person is assigned to work on their assigned day off or assigned days off. They disagreed with the interpretation that it refers to days off and assigned (scheduled) work days.

The Union Committee then pointed out that if someone was working their day off, they would get a call time. If that work was then canceled, and they would have gotten a call time had they worked, they would get the call time and not the allowance for failure to provide work. Therefore, it doesn't seem to make sense that Paragraph B would only apply to days off.

Management then stated that they believed the language wouldn't reference someone being "scheduled or ordered to report to work" if they were already on a schedule. Therefore, Paragraph B applies only to days off.

The Joint Committee thought it might be helpful to find out when Paragraph B was added to Wauna's labor agreement, and then review those negotiation notes.

8. SHIPPING PETITION FOR VOTE

Shipping department employees have presented a petition requesting to vote on whether or not the department should stay on the compressed schedule or go back to the 7 day rotation. The department superintendent is willing to go back to a 7 day schedule, but ONLY if the entire department (shipping and unitizing) do.

Since the beginning of the compressed work week at Wauna there has always been the understanding that management will define what a "department" is. If there is a vote, all employees in the department need to have the opportunity to vote.

9. LABOR POOL CALL-IN PROCESS

The Union Committee suggested that when the Clockroom is calling people in to work a job that does not require previous training, that they start at the top of the labor pool list until they get someone to fill the job. Then, when filling the next job not requiring previous training, they would start calling where they left off rather than starting at the top of the list again. They wouldn't start over at the top of the list until the next day. (This would only apply to individuals blue slipped to the labor pool.) The Management Committee agreed.

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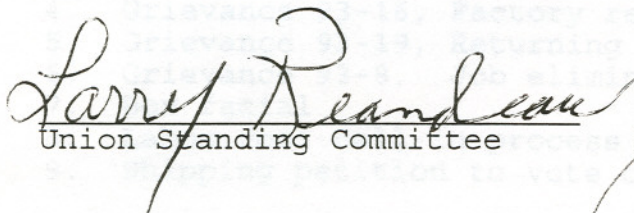
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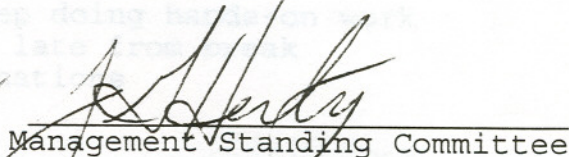
They also suggested that a new job and/or pay code be assigned for bagging and quick stocking, so those hours don't show up in the scheduling program as part of qualifying a person for an area. For example, quick stocking in napkins does not qualify you to operate a napkin machine.

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2. Grievance 93-12, Converting reading policy
3. Grievance 93-16, Maintenance crew call-in
4. Grievance 93-16, Factory rep doing bagging
5. Grievance 93-14, Turning late


Union Standing Committee


Management Standing Committee

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The Accounting department has committed to getting the necessary numbers to the Job Analysis completed by June 1, 1993.

2. GRIEVANCE 93-12, CONVERTING READING POLICY

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