

**Standing Committee Meeting Minutes**  
**June 19, 1996**

**In Attendance:** Keith Larson, Kris Keeler, Bob Sullivan, Dan Duvall, Billy Taylor, Norm Dittrich, Claude Weaver, Terri Opsahl and Tim Winn for agenda item #1.

**Agenda:**

1. Quick Stock Trucking Plans
2. Call Time Memorandum of Understanding
3. Yard Overtime and Call-in Policies
4. Portable Wood Grinder
5. Portable Screen for Hog Fuel
6. Locker Owner Verification
7. Voith Sulzer
8. Job Rate Retention 3/4/5 TT
9. Funeral Leave Pay
10. Converting Overtime
11. Hiring Status (Permanent and College Pool)
12. Napkin Bid
13. Job Analysis
14. Grievance #96-06
15. Retirement Committee
16. 401(k)
17. Vendors and Contractors
18. Compensation for Committee Work
19. Management Support for Lead & Self-Managed Groups
20. Pulp Mill Progression

**1. Quick Stock Trucking Plans:**

Tim Winn presented information on the trial/study performed analyzing the manpower needed for Shipping/Unitizing. Trial was successful and went well but we did not receive the okay to add an additional 4 people. New options are adding 1 Day Utility Trucker to load additional quickstock and add 1 Day Operator to Unitizing. Met with Utility Truckers in Converting and have a pathforward (which includes issues and activities). Will require 2-3 weeks until we are prepared to implement.

USC - Have a safety concern regarding the entrance near Napkins. Highly congested and busy.

**PATHFORWARD:** Will put together a group consisting of Cami Meadows, Tim Winn, Dave Borgstrom, Claude Weaver and one Utility employee to work on the plans for implementation. Will look at the safety concerns, also.

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**2. Call-Time Memo's of Understanding:** (See attached)  
Signed Memo's of Understanding.

**3. Yard Overtime and Call-in Procedures:** (See attached)  
Signed by both Union and Management Standing Committee Members.

**4. Portable Equipment - Wood Grinder:**  
MSC - Notifying the Standing Committee that we will be bringing in a wood grinder temporarily.

**5. Portable Equipment - Screen for Hog Fuel:**  
MSC - Notifying the Standing Committee that we will be bringing in portable equipment for screening hog fuel.

**6. Locker Owner Verification:**  
MSC - There is currently a long waiting list for locker assignments, so management will be putting out notices to employees regarding verification of locker ownership. We did this four (4) years ago, and need to do again. We will put out several notices and then if owners do not let the Clockroom know of their ownership, we may be required to cut off locks. Employees with two (2) lockers who work in the Kraft Mill, etc. may keep the two (2) lockers.

**7. Voith Sulzer:**  
MSC - #5 PM grind is coming up and the only company that has the equipment for the job is Voith Sulzer, and they are still on strike. No one else has even bid on the job. We have scheduled them from July 8th through July 19th to do the job. This will require Voith Sulzer employees to cross their own picket lines. We expect picketing to occur outside our mill entrance.

USC - Have experienced this in the past and our contract does not allow us to honor informational pickets. We will inform our members at our next union meeting.

**8. Job Rate Retention - 3/4/5 TT:**  
Minutes from Negotiating Committee aren't clear. We will reconvene members of the Negotiating Committee and discuss the intent of the language.

**9. Funeral Leave Pay:**  
Question surfaced regarding funeral leave pay to attend a Memorial Services. Human Resources and Payroll have paid funeral leaves when an employee attends a formal funeral or memorial service. Have not paid for employees to conduct their own personal

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service (i.e., go into the mountains to spread ashes, go to church on their own, etc.); has required attendance at some type of formal service. All agreed.

**10. Converting Overtime:**

MSC - Shop Steward Meeting brought some proposed changes to the policy. Not sure if these upgrades are what Converting employees want.

*PATHFORWARD: Propose you take it back to the Shop Steward Meeting for further review.*

**11. Hiring Status:**

Terri Opsahl informed the group of the hiring status year-to-date.

**HIRED:**

**Permanent:** 23 Year-to-date

4 attending orientation on 6/24/96

6 taking physicals

4 need interviews

16 testing on 6/21/96 (includes No. Portland people)

**College Pool:** 19 Year-to-date

7 attending orientation on 6/21/96

5 getting physicals

Will hire a total of 31 College Pool (14 hourly employee's kids, 6 salaried employee's kids & 5 non-employee kids)

**12. Napkin Bid(s):**

Have posted the Napkin bid two times with no new bidders. Have posted it again for five (5) positions and if no new bidders, will blue slip in last five (5) new hires (hire dates of 6/16/96 & 6/24/96).

**13. Job Analysis:**

USC - Understood that during negotiations we negotiated that what ever happened during Job Analysis on #4 PM, would also apply to #3 PM.

MSC - Confusion remains regarding whether it applies to all of the jobs on the ladder or just the Machine Tender (lead responsibilities).

*PATHFORWARD: Will reconvene members of the Negotiating Committee to discuss further.*

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**14. Grievance 96-06:**

Discussed. Will do more research and table until the next meeting.

*Next Meeting: Wednesday, July 19, 1996.*

**15. Retirement Committee:**

Further information is needed by the committee. Will try to arrange a meeting the week of August 7th to discuss.

**16. 401(K):**

Union is still working on this issue and will continue to contact Richmond for more information.

**17. Vendors & Contractors:**

USC - Issue is vendors supplying and filling Stores and supply cabinets with supplies that the Storeroom personnel should be maintaining and stocking. Is the Company creating mini-storerooms? Also Visa purchases are by-passing the Receiving Dept. and the supplies could also be available through the Stores?

**18. Compensation for Committee Work:**

USC - Union employees are not compensated for Standing Committee work like other mills. Retirement Meetings are held on our days off. Should be some means of compensation. Are interested in some type of compensation for serving on these joint committees and the time it involves.

**19. Management Support for Lead & Self-Managed Positions:**

USC - Need Management's support in developing a process for people to follow to get crews to comply with those in lead positions.

**20. Pulp Mill Progression Ladder:**

USC - Understand that a petition is being signed by crews regarding the proposed changes to the Pulp Mill progression ladder. Understand the concern is with the Sr. And Jr. Pulping Assistant position being combined as one position. Concern is that the more senior employees will probably end up assuming the brunt of the responsibilities during an emergency, etc. USC wants to go on record that they want to review these changes if there is concern by the crew members. Need more investigation.

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JAMES RIVER CORPORATION  
WAUNA MILL  
Wauna, Oregon 97142

**Next Meeting: Wednesday, July 19, 1996.**

*W. J. ...*

Management Standing Committee Rep.

*Bruce L. Taylor*

Union Standing Committee Rep.

JRCORP:Wauna

to

MEMORANDUM OF UNDERSTANDING



JAMES RIVER CORPORATION  
WAUNA MILL  
Clatskanie, Oregon 97016

INTRA-COMPANY MEMO

May 21, 1996

TO: Yardcrew Equipment Operators

FROM: Rick Randall

SUBJ: Yard Overtime and Call-in Policy

If overtime is required past normal working hours, the operator performing the task will be given first opportunity for the overtime.

If the person does not wish the overtime, they will remain until a qualified replacement can be obtained. The replacement may be obtained from the Equipment Operator's List starting at the top and moving down. Then starting at the Yardperson's List, a qualified Yardperson may be asked to work after all Equipment Operators have been contacted.

If no suitable replacement can be found, the Operator performing the task will continue to work up to , but not exceeding 16 hours.

If additional Operators are required to work overtime, they will be obtained by starting at the top of the Operator,s List and moving down through the Yardperson's List. If no volunteers are found, the required positions will be filled by starting at the most junior "Qualified" Yardperson and progerssing up until all the required positions are filled.

Call-in of Equipment Operators will be by seniority from the top of the Operators's List continuing through "Qualified" Yardperson's if necessary. This will include unscheduled weekend work.

Rick Randall  
(Team Leader)

cc: Jim R. Lepin

*Billy L. Taylor*  
*Keith Jan*  
6-19-96

JRCORP:Wauna



**MEMORANDUM OF UNDERSTANDING**

LOCAL NO. 1097

P. O. BOX 5038

WESTPORT, OH 44091

Telephone No. (330) 451-4500

FAX (330) 451-4501

The Company and the Union have reached an understanding to "trial" the following formula for the payment of **Call Time** to employees working on the compressed schedule, and who work on their scheduled day off. (unless covered by exceptions listed in Section 18), on one of the remaining four (4) holidays in 1996:

1. Independence Day
2. Labor Day
3. Christmas Eve
4. Christmas Day

**Call Time for working the formally restricted periods on a day off will be paid as follows:**

Day Shift:	8 hours or less	4 hr C.T.	
Day Shift:	Full shift (more than 8 hours)	6 hr C.T.	
Night shift:	8 hours or less	4 hr C.T.	+ 4 hr C.T.
Night shift:	Full shift (more than 8 hours)	6 hr C.T.	+ 4 hr C.T.

**EXAMPLES**

Scheduled or called in for Day Shift:

1. .5 hour to 8 hours 4 hr C.T.
2. 8.5 hours to full shift 6 hr C.T.

Scheduled or called in for Night Shift:

1. .5 hour to 8 hours 4 hr C.T. + 4 hr C.T.
2. 8.5 hours to full shift 6 hr C.T. + 4 hr C.T.

This **Call Time** payment formula will be evaluated for additional cost after the end of the year, and before the company will agree to continue/extend the practice.

Dated this June 19, 1996.

(For the Company)

(For the Union)



# UNITED PAPERWORKERS INTERNATIONAL UNIC

LOCAL NO. 1097

P. O. BOX 5038

WESTPORT, OR 97016-5

Telephone No. (503) 455-

FAX: (503) 455-

June 12, 1996

Mr. Keith Larson, Manager  
Human Resources & Organizational Develop.  
James River Wauna Mill  
Route 2 Box 2185  
Clatskanie, Oregon 97016

Re: Outside Contractors/Vendors

Dear Mr. Larson:

Please send me a list of Vendor(s)/Contractor(s),  
who are in the Mill, outside of those discussed in the  
A-2 Maintenance Committee.

Thank you for your prompt attention to this  
request.

Sincerely,

*George L. Brajcich*  
George L. Brajcich  
President

GLB/ed





# UNITED PAPERWORKERS INTERNATIONAL UNIO

LOCAL NO. 1097

P. O. BOX 5038

WESTPORT, OR 97016-50

Telephone No. (503) 455-26

FAX: (503) 455-07

June 14, 1996

Mr. Keith Larson, Manager  
Human Resources & Organizational Develop.  
James River Wauna Mill  
Route 2 Box 2185  
Clatskanie, Oregon 97016

Dear Mr. Larson:

In the application of Exhibit A-3 Job Analysis Plan, tonnage, cases and feet per minute are used in the application process.

At the Wauna Mill, it is apparent that there is not a credible accounting process to be used in Exhibit A-3.

Through the Joint Standing Committee, it is the request of Local 1097 that such an accounting system be developed for that purpose.

Sincerely,

George L. Brajcich  
President

GLB/ed