

STANDING COMMITTEE MEETING MINUTES

JUNE 21, 1995

In attendance: Joe Hertig, Claude Weaver, Gene Dixon, John Adams, Scott Solberg, Bob Sullivan, Kris Keeler, Tim Winn and Terri Opsahl.

Items discussed:

1. EPA/Multi-Media
2. IMR Overview
3. Mill Seniority Issue
4. Filling Bid Vacancy During Absence
5. Letter of Agreement Regarding *4 Consecutive Nights*
6. Unitizing Safety Issues
7. Scheduling an Employee With Medical Restrictions
8. People Working On Their Vacations (discussed at mtg. on 6/28/95)
9. Grievances 94-55, 56, 57, 58, & 63 (discussed on 6/28/95)
10. Grievances 95-09, 10, 12, 13, 14, 15, 16, 17, & 18
11. Grievance 94-61

1. EPA/MULTI-MEDIA

Representatives from the EPA will be in the mill for approximately 2 weeks conducting an inspection of the mill. We are not sure if they will be conducting interviews with employees or not. UPIU will cooperate and give representation if employees so desire.

2. IMR OVERVIEW/STATUS

IMR and the Co-Venture Team have currently set up office in the Converting Department. The Co-Venture Team (made up of IMR and Wauna people) will report directly to the WSG. The Work-in-process Team (including 6 hourly employees) are meeting and collecting data trying to save \$8-14 million. IMR's purpose is to help the teams collect data and target potential cost savings in the mill. Progress reports for both teams will be communicated through the weekly newsletters and to the Standing Committee each month. Each team will work approximately 10 weeks to reach their goal. Other teams will be put together over the next 5 months to help with this process. Scott Solberg will fill in for Tim Winn on the Standing Committee during his involvement with this project.

3. MILL SENIORITY ISSUE

An employee was concerned about his seniority date. He was hired on the same day as another employee and he claims he was told by Jim Lockart, the Personnel Manager at the time of his hiring, because he transferred in from another location he would have the higher seniority date of the two. In contacting Jim Lockart he stated that he doesn't remember the conversation, but said he could have said that.

Pathforward: The Union Committee will further investigate this issue with other employees who transferred in around the same date.

4. FILLING BID VACANCY DURING ABSENCE

Discussion:

The senior bidder for the 3/4/5 bid is having surgery that will require this individual to be off for approximately 10 months. The department would like to fill the vacancy as soon as possible. The department would like to fill the job temporarily until such time as the employee returns to work, however, the labor agreement says we can't fill temporarily if it exceeds 6 months. 3/4/5 asked if it was possible to fill the vacancy with the 2nd person on the bid list until such time as the senior employee returns to work? The Union suggested filling the vacancy with a senior move up and since the bottom rung (bagger) position is already posted - fill the temporary position off of that bid. The Union also advised the department to review the guidelines regarding filling the permanent position and posting and filling the temporary position. They also requested that the department get back together with the Union and review before they post and/or fill the position.

5. LETTER OF AGREEMENT - 4 CONSECUTIVE NIGHTS

This agreement and language was reviewed during negotiations and came out of the Scheduling Committee meetings. One change the negotiation committee had was in example #2 changing the Sunday in week 1 to say Saturday, so it didn't confuse people regarding the premium time.

Pathforward: The Union will review the document and get back together with the Management Standing Committee in hopes that this language can be adopted.

6. UNITIZING SAFETY ISSUES

A crew in Unitizing is asking if you could re-evaluate how work is assigned and the increased work load that's been added due to letting people go resulting in re-occurring injuries. Management has looked at the jobs and the work load and there doesn't appear to be any problems, however, management will look at the incident rate for the department and see what the data shows. According to management, prior to adding the additional duties people had an inordinate amount of time on the job not working.

Pathforward: Management will look closer at the amount of injuries and the incident rate for the Unitizing Department.

7. SCHEDULING AN EMPLOYEE WITH MEDICAL RESTRICTIONS

Discussion:

An employee has work restrictions of 8 hours a day, not taxing to his disability, etc. The department looked for work he could do within his restrictions and found work that was valuable for the department and the employee. Rick Randall also had some work driving the sweeper that the employee could do and provide relief to the rest of the crew. This employee has also been scheduled to pull the magnet behind the sweeper to pick up metal in the roadways. The assignments are being made through the Clockroom in regards to his seniority, etc. He understands that his seniority may not allow him to work or be employed all of the time and he understands all of this.

The Union thought "reasonable accommodation" meant within the current job the employee occupied, as opposed to other jobs within the mill. Assigning an ADA employee work cannot interfere with a line of progression or displace someone. ADA only says we need to look at the job they do. Usually you look at office work, etc. outside the employees job. Courts are still out on whether someone with disabilities, etc. can displace someone else.

Management believes they are not displacing anyone. Everyone is working and gainfully employed. It is believed that the issue in Yard is to add another person in the progression ladder if we have the work.

Union only requests that when this employee is assigned work in the Yard that he be on the schedule and that he punch in and out in the Yard Dept. The sweeper job should be assigned out of the Yard - not Shipping/Unitizing.

Pathforward: Management will advise the department head for Shipping to make sure the employee is on the Yard schedule when he is assigned work in that department.

10. GRIEVANCES

95-09:

Discussion:

Part of the Warehouse Coordinator Lead's job is to maintain FIFO inventory. The department assigned the Warehouse Coordinator Lead employee to concentrate entirely on FIFO inventory for a while. The department then scheduled someone to assume the remainder of his duties. When another employee had to go home on an emergency the department had the Warehouse Coordinator Lead person resume the remainder of his job duties for the remainder of the shift. He was never taken out of the progression ladder.

The Union pointed out that on the schedule he was assigned as "special assignment" and therefore feel if he is assigned to a special assignment, then he is on that job for 24 hours. The Union also believes that special assignment refers to going out of the normal job duties, not necessarily out of the progression ladder.

The question was asked how do you assign an employee to concentrate on one portion of their duties? The best way is to schedule in two people in the job classification, allowing one to work on one portion (concentrated area) and the other to work the remainder of the duties. Management did in this circumstance pay the Leadman's hourly rate to two people. They did not cover it on overtime but covered with a qualified person in the progression ladder.

Pathforward: Union will look into this further and process at the next meeting.

95-10:

This grievance is regarding a case when the Yard Dept. contracted out for some rock to be hauled to the Mill. It was decided by management to contract out the work due to the fact that the cost was substantially greater if our people did the work and these people were in great demand in the Labor Pool.

The Union is asking for a commitment from Management to make an attempt to not contract out work that could be done by Wauna people, and to do the paperwork in a timely & prudent fashion and notify the crew before the work is done.

95-12, 13, 14, & 15:

Same issue as grievance 95-09. The Shipping/Unitizing Department isn't consistent in regards to filling the Warehouse Coordinator Lead position. When this employee is on vacation, the job is filled. However, on short term absences, floaters, etc. the job usually is not filled. During the times when the position is not filled, it requires the Barge Coordinator to take on the extra duties and is said to cause some problems for this position.

Management noted that the extra duties the Barge Coordinator assumes in the absence of the Warehouse Coordinator Lead are no different than on weekends and night shift and that those extra duties are included in the job description through job analysis.


The Union has an interest in understanding what "problems" are created for the Barge Coordinator when assuming the extra duties during day shift. Management believes that when extra duties are involved on a short term basis we need to incorporate these duties in the job description and take it through the job analysis process (especially if they are doing it more frequently). However, it probably is not going to have a huge impact on the wages.

94-61:

This grievance issue is regarding the Shipping Department unloading freight that went into overtime and the Unitizing Department felt they were entitled to the work.

Pathforward: Union will investigate this further.

Next meeting will be **Wednesday, June 28, 1995 at 8:00 a.m.** to continue discussion of the remaining agenda items.



Management Standing Committee



Union Standing Committee