

STANDING COMMITTEE MINUTES

June 26, 1990

Those in Attendance: Linda Raynor, Mike Brace, Larry Reandeau, Jim Crowson, Carl Lang, Dick Davis, Mike Wendling, Billy Taylor, Rick Allen, Gene Dixon, Trisha Norvell

Agenda:

- * Interview Boards
- * Accident Repeaters
- * Third Step Grievances
- * Extension for Relief Supervisor
- * CARE Group
- * Senior Moves/Converting
- * Insurance
- * Vacation to which Seniority entitles employees
- * Sexual Harassment
- * Employee involvement discussion between the Wauna Steering Group and the Standing Committee

INTERVIEW BOARDS: The Standing Committee requested a separate Interview Training session for this group. Shelley Prouty will schedule that training.

The Standing Committee will discuss with bargaining members who are trained to interview, their role as an interviewer vs. their role as a union members. That discussion and interview training for the Standing Committee will take place before bargaining unit members will become members of Interview Boards.

ACCIDENT REPEATERS: A plan to address the safe work behavior of employees who fit into the category of accident repeaters will be jointly developed by union and management representatives. The effort is sponsored by the Safety Advisory Committee.

III STEP GRIEVANCES: The Standby, Derby and Kraft Mill Repairs Grievances will all be heard at the Third Step by A.M. Neelley, Resident Mill Manager.

RELIEF SUPERVISOR EXTENSION: Management requested a 60 day extension for Chuck Godwin to replace Jack Mason who remains physically unable to return to his supervisory duties as Kraft Mill Maintenance Supervisor. The Union approved a 60 day extension, or until Jack Mason returns, whichever comes first.

CARE GROUP: The Standing Committee reviewed the Vision and Charter Statements prepared by members of the Care Group. The Standing Committee gave its approval of those Statements.

INSURANCE: Select Care will be advised that their request for a copy of a divorce decree to verify dependent coverage is not appropriate. The Union does not consider any request for verification necessary.

Donna Becker will correct her interpretation of deductibles to accurately reflect the intent of the language.

SENIOR MOVES/CONVERTING: A petition has been signed by a number of Napkin employees who had two complaints: 1) They did not want senior moves to other shifts; and 2) Lateral moves from shift to shift are being made when no senior move is required.

Management believes that on-shift move-up for four weeks should be helpful in addressing those concerns. Supervision will communicate the need to spread the top four senior operators across the four crews at each job classification.

EMPLOYEE INVOLVEMENT: Management, as a result of the meeting with the Standing Committee, recognized the need to continue moving ahead with employee involvement efforts. While the results of efforts at times are not readily recognizable, there is a strong commitment to involve employees. The Standing Committee would like to be part of a process that creates greater employee involvement and captures the good ideas of employees. We will discuss this interest at the Steering Group level.

JOINT STANDING COMMITTEE PRESENCE IN THE MILL: The Union Standing Committee has recognized the need to have a greater presence in the mill to either resolve, or get problem issues heading in the right direction for resolution, before they become big issues. To that end it was suggested that a process be designed whereby union and management members are present in the mill to be available as resources to help departments resolve issues. Jim Crowson and Linda Raynor will design a process for the Joint Standing Committee to initiate visits to the various departments in the mill. The process will then be reviewed by the Standing Committee. We also recognized the need to get superintendent's input to the concept.

SEXUAL HARASSMENT: The Union expressed concern that the Sexual Harassment Awareness Training is sexist and one sided. Management recognizes that the focus of the training is upsetting to some individuals. The training addresses the kinds of situations and behaviors which comprise the basis for the majority of sexual harassment complaints and every employee at the Wauna Mill will be provided this training.

Linda L. Raynor
Union Standing Committee

Trisha Noorull
Company Standing Committee

cc: Local 1097
Standing Committee Members
Wauna Steering Group
Department Heads
Payroll
Jamie Baker
Kay Crist
Shop Stewards