

STANDING COMMITTEE MINUTES

JULY 14, 1993

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

Items discussed:

1. Labor Pool
 - A. Unavailable after 40 or 48 hours
 - B. What comprises a "full week"
 - C. Bagging - Converting
2. Vacations
3. Shipping overtime/staffing
4. Core Maker staffing
5. Personnel files
6. One-time bump, timing of blue slips
7. Extra work list
8. Kraft mill utility position
9. Pulp dryer - safety concerns
10. Grievance 93-28, Kraft mill vacation scheduling
11. Standing Committee meetings
12. Special project - out of bargaining unit
13. Grievance procedure
14. Pay for July 3/Holidays

1. LABOR POOL

The Union Standing Committee stated that they believe some of the agreements made by the Standing Committee regarding the Labor Pool are not being applied as intended. The particular items being what comprises a "full week" and the understanding that Labor Pool employees were not to be considered available if they had already been assigned 40 hours straight time or 48 hours compressed.

The Management Committee agreed that there has been quite a bit of confusion in the mill around some of these issues. This has been compounded by the fact that Converting has been operating more and more fully than was initially anticipated and are drawing from the Labor Pool more than originally expected.

A. Unavailable after 40/48 hours:

The Union Committee's understanding was that Labor Pool employees were not going to be assigned at all over 40 hours straight time or 48 hours compressed.

Management reiterated that the needs have been much greater than anticipated. Some departments have also been having difficulty getting people to come in when called, and Labor Pool employees seem to be more willing to come in.

B. What comprises a "full week":

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The Joint Committee agreed to void the agreement made stating that Labor Pool employees could be assigned a full 48 hours compressed in a calendar week (memo from Joe Hertig dated May 5, 1993). The procedure will be the same for Labor Pool employees as it is for other employees on the compressed work schedule: if a person is assigned to a crew (A,B,C or D) and works that crew's schedule for that week, the person has assumed that crew's schedule, including assigned days off. This means that there will be some weeks where the crew only works three days in that week; in those instances assigning the person another day's work will be overtime and the associated penalties for working on a day off. If the person is assigned three days, each day on a different crew or two days on one crew and one day on another, that person can be assigned a fourth day without penalties, because they have not assumed the schedule of any crew. At the beginning of each week, the scheduler(s) need to identify those people who have assumed the schedule of a crew for that week, and not assign them more hours.

The Joint Committee agreed it was never the intent of the initial agreement to have people consistently working 48 hours every week without any penalties, which is what wound up happening.

C. Bagging - Converting

The Union Committee asked why bagging is being scheduled on an 8 hour shift instead of a 12 hour shift. Management stated that there was a safety issue with having people bag for more than 8 hours - soft tissue and back injuries were thought to be more likely on a longer shift. The job has just been modified so that it can be scheduled on a compressed schedule, starting the week of July 19.

There's also been some confusion regarding filling overtime in bagging and quick stocking positions, since they are not job classifications. The Joint Committee reiterated that it has been the practice that when a person is scheduled in a department/job classification, they are in that job classification for the week for the purposes of overtime. This has not changed.

The Management Committee stated that they will fill these positions from the Labor Pool on straight time. If overtime is required, department employees will be called first, then Labor Pool employees.

2. VACATIONS

The Union Committee stated that there seems to be a lot of overtime occurring in the departments to cover for vacations. Camas and Halsey both hired summer help this year - why didn't we, and why are we covering with more overtime?

The Management Committee shared that not hiring summer help was a savings of approximately half a million dollars. It was

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expected that vacation leveling would spread out the vacation "hits" and be covered by departments on a straight time basis with their own vacation reliefs. However, the unexpected needs in Converting have drawn from the Labor Pool much more than planned, leaving none available to cover other needs in other departments. Management believes any increase we may be seeing in overtime right now is temporary, and that vacation leveling and the Labor Pool will work as planned once the needs in the Converting are reduced.

The Union Standing Committee suggested that the Company would actually save in compensation costs by hiring summer help, as they work at 75% of the regular wage rate, which is cheaper than overtime.

Management will review this recommendation from the Union Standing Committee.

3. SHIPPING

From May 10 through July 12 the Shipping department has worked 60 days with overtime. Department employees have requested that department management review their staffing to see if too many positions were cut.

The Management Committee stated that each department's management has to determine what staffing level is required to operate the department. There is a process for departments to reassess their staffing needs and add some people back if they really need them. It was noted that if departments do add a person back, it does not increase the number of persons that can be off on vacation each week.

The Union Standing Committee member that was approached by the department employees will present this feedback and data to the department superintendent.

4. CORE MAKER STAFFING

An employee was inserted into the core maker progression ladder by joint agreement. Another employee had already blue slipped to the ladder, but was determined later that he had been blue slipped before there was an actual opening (pending retirement). He should have remained blue slipped in napkins, and if he had remained in napkins, he would have worked many more hours than he did by blue slipping to cores.

Converting representatives at the meeting said they would correct the problem. The employee's grandfather rights have been changed to napkins, and they will calculate what pay is owed the employee.

Further discussion revealed that the employee inserted into the cores progression ladder (by virtue of addition to the bid list) was not, in fact, the senior bidder when the correct year's bid list was used. It was decided that the job needed to be offered

to the senior person, and if that person accepted it, the other employee would be returned to the Labor Pool. (Note: after the meeting the senior employee was offered the job and accepted. He later decided he did not want the job after all.) In an effort to avoid similar problems in the future, it was agreed that when the Company knows of an anticipated opening, it will not be filled more than 30 days before the actual opening. The bid list in effect on the date of the actual opening is the list to be used.

5. PERSONNEL FILES

In response to a question by the Union Standing Committee; if the Wauna Mill were sold, personnel files could not be shown to a prospective buyer. They are the confidential property of James River. The only way a buyer of the mill could see the files is if they bought the mill AND assumed the current workforce and labor agreement.

6. ONE-TIME BUMP, TIMING OF BLUE SLIPS

People bumped out of Converting weren't blue slipped to the Labor Pool until 6/28/93. They should have been blue slipped as soon as the persons bumping them out were qualified on the job. There were therefore probably some senior persons laid off while some junior people were working - jobs into Converting weren't filled by seniority out of the labor pool.

George Kiepke and Kay Crist will research and report back to the July 21 meeting. (See minutes, July 21, 1993)

7. EXTRA WORK LIST

Some concerns were expressed that extra work opportunities were not being given to everyone who has signed up indicating their interest in those opportunities, as there is no process for working through the list of names.

The Joint Committee agreed that names will be left on the list in order of when the people sign up. When work is assigned from the list, the Clockroom will start at the top of the list and continue down. They will not start back at the top of the list until they have gone through the entire list.

The committee requests that the Clockroom Attendants document on the call in sheets if they are getting the name off of the extra work list. Management will also post a notice to let people know they can sign up on this list. By signing up for extra work employees waive their blue slip rate - they receive the rate of pay of the job they are doing, regardless if it is higher or lower than their blue slip rate.

Extra work is defined as work that is not normally done, is not a job on a progression ladder, does not displace someone. This list can also be used as a last resort when there is absolutely no one else to come in and fill a position.

8. KRAFT MILL UTILITY POSITION

The Union Standing Committee has received feedback that the kraft mill supervisors are getting upset with the crews when the utility job is not being done (the job has been eliminated). The Committee requested that supervisors realize that the same amount of work is not going to get done with one fewer person, and ask the supervisors to look at the operating situation and what the crews were dealing with before getting upset with the crews.

9. PULP DRYER

Some safety concerns were raised and the Committee agreed to look into them. The Union Committee wants this item to be a high priority, and stated that the crews were not trying to find a way to add another person, but just want to know at what speed/tonnage it is safe to run the dryer at with one operator, and when/if operate beyond that speed or tonnage is another operator needed.

The Chief Shop Steward and Human Resources Manager will get a group together to work with the operators on this.

10. GRIEVANCE 93-28, KRAFT MILL VACATION SCHEDULING

Vacation sign ups during the seniority sign up period were not posted as requested by the Standing Committee (see 4/9/93 minutes). This will be reviewed with department management and a response will be given at the 7/21 meeting.

11. STANDING COMMITTEE MEETINGS

The Union requested that even if a committee member is on vacation when a meeting is called that they be notified.

12. SPECIAL PROJECT - OUT OF BARGAINING UNIT

Greg McCallister in the Kraft Mill is moved out of the bargaining unit to work on standardizing the department's isolation procedures. The department believes it will be a 6 to 8 month project. The Union Committee agreed to an extension of the time period to 8 months and would like to be updated as that time draws near.

13. GRIEVANCE PROCEDURE

The Management Committee stated they did not think it is beneficial to have the grievant present at second and third step meetings, unless it is by mutual agreement before the meeting. There is a sufficient mechanism in place to ensure that the grievant is adequately represented.

The Union Committee agreed. There are times when it is beneficial for the grievant to be present, but that should be arranged prior to the meeting and jointly agreed upon. It was agreed that when it is mutually agreed that a grievant be present, they are to be paid for hours they missed from work.

The Joint Committee asked that all shop stewards and supervisors fully research issues and really try to resolve them at first step.

14. PAY FOR JULY 3/HOLIDAYS

Part of the July 3 through July 5 period is classified unrestricted and part of the period is classified restricted. The unrestricted portion of the holiday begins on July 3rd at 8:00 a.m. (or the start of day shift) and ends at midnight on July 3rd. For uncompressed schedules, the first 8 hours are paid at time and one half and any remaining hours after the first 8 hours are paid as doubletime until midnight on July 3rd. There are no call times payable for this time if the shift is the regular shift for the employee. For compressed schedules, all time for this period is entered at the uncompressed time and one half rate. There are no call times payable for this time if the shift is the regular shift for the employee.

The formerly restricted holiday period for the 4th of July begins at midnight on July 3rd and ends at 8:00 a.m. on July 5th (or the beginning of the July 5th day shift). For uncompressed schedules all time is entered at double time. A call time is payable for each separate or distinct shift worked within the defined holiday. For compressed schedules all time is entered at the uncompressed double time rate. A six hour call time is payable for each 12 hour shift worked within the defined holiday. If an employee works more than 12 hours during the formerly restricted holiday period, they receive an additional 4 hour call time. The compressed crew that works the night shift on July 3 (7:00 p.m. July 3 to 7:00 a.m July 4) receives a 4 hour call time (not the 6 hour call time).


Employees who work four or more consecutive hours on the holiday will be entitled to an additional floating holiday.

(The above information applies to all holidays outlined in the labor agreement.)

Please contact Payroll for information in how to enter these various pay situations in the computer.

Next Standing Committee meeting is July 21, 1993.


Union Standing Committee


Management Standing Committee

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