

Standing Committee Meeting Minutes
July 17, 1996

Present: Gene Dixon, Keith Larson, Norm Dittrich, Billy Taylor, Jim Lepin, Bob Fehlen, Bob Sullivan and Claude Weaver.

Agenda:

1. Scheduled Overtime Requirements
2. #1 & #2 Paper Machine Scheduling
3. Vacation Allotments
4. Contract Book Errors and Clean-up
5. Rate Retention
6. Job Analysis Retro Pay/Check Stubs
7. Pay for Union Committee Members Meeting Attendance
8. Pulp Mill Line of Progression
9. Seniority Protection for Quik Stock
10. Union 401(k)
11. Grievances 96-05, 96-06, 96-07, 96-08, 96-09 and 96-10.

1. Scheduled Overtime Requirements - Millwide:

JSC - To clarify any misunderstanding, per Section 15 of the contract, Overtime is assigned by classification per department understandings. Employees do not have a right to refuse scheduled overtime, but do have the option to give it away per department guidelines.

2. #1 & #2 Paper Machine Scheduling:

JSC - "Extras" on the schedule may be moved back on to the schedule without penalty pay to cover a short notice floating holiday or absence, etc. Departmental interests need to be mutually explored.

3. Vacation Allotments:

USC - suggests that additional prime time summer vacations would be possible for permanent junior people if more college pool people were hired.

MSC - Management will evaluate cost, safety and productivity/efficiency of this year's summer college pool hiring before deciding what to do next year.

4. Contract Book Errors and Clean-up:

USC - Need to compile list of errors and needed corrections.

Standing Committee Meeting Minutes

July 17, 1996

MSC - Joe Hertig to send out listing of known errors to be checked by Union Negotiators.

5. Rate Retention:

MSC - Intent was that employees would not lose money and to protect or insulate earnings resulting from Company reductions in force. It was also clear that general increase(s) were not to be included.

USC - Believed that understanding was for general increases after the 2% general wage increase on 4/1/95. Unlike other jobs, these people's job rates were negatively affected by Job Analysis. Will review at Union Negotiating Committee as to what discussion of 4/1/95 was to be used for.

6. Job Analysis Retro Pay/Check Stubs:

USC - Date for retroactivity has been clarified on #3 & #4 PM. Questioned accuracy of new rates has been resolved with Payroll. Check stubs do not show calculations - continuing concern with the Lawson Payroll System. Request joint committee to address pay stub needs.

7. Pay for Union Committee Members Meeting Attendance:

USC - Most other mills pay committee members for time at meetings when on their days off. Specifically Standing Committee and Retirement Committee. Wauna Council, Insurance Committee and Scheduling Committee members are paid. Other mill's Standing Committees meet much more frequently than Wauna's.

8. Pulp Mill Line of Progression:

JSC - Reviewed current status. USC will follow up.

9. Seniority Protection for Quik Stock (See attached proposal):

MSC - Questioned need for sunset date.

USC - 1 Quik Stock Relief; job should be bid and other two employees sent back to 3/4/5 TT. If/after employee is permanent in the yard - a 2nd Relief position should be posted. The 1st Relief would move into the permanent opening.

10. Union 401(k):

Wells Fargo letter of 7/1/96 to be evaluated by Union Retirement Committee.

RENTORITY PROTECTION

Standing Committee Meeting Minutes

July 17, 1996

11. Grievances:

96-05:

After research, USC withdrew grievance.

96-06:

JSC agreed to extend 60 day evaluation, effective 7/8/96, for employee. This employee will receive the rate of job while on extension.

96-07:

Discussion - more investigation needed by MSC. Answer to be provided. Note: after investigation the MSC does not feel that the desired settlement is warranted.

96-08:

USC members will meet with Mark Schneider to discuss.

96-09:

USC members will meet with Tim Winn and Roger Hynen.

96-10:

USC - Grievance answer references to Standing Committee Minutes is not correct. See mediation case of Roland Lee. Grievant attempted to call supervisor to correct. See scenario #6 of examples developed by John Melink.

MSC - Will research and respond.

THE NEXT MEETING WILL BE

AUGUST 21, 1996



Union Standing Committee



Management Standing Committee

SENIORITY PROTECTION

Standing Committee Meeting Minutes

Quick Stock Issues - Converting Utility Trucker taking over Quick Stocking.

Protection of employee rights:

Bobby Donaldson and Marsha Thomason both have protection for #3/4/5 TT and both have grandfather rights to Unitizing.

When the trial started in Unitizing, Bobby and Marsha were pulled back to the area out of #3/4/5 TT. They were told their seniority would be protected during this trial period.

On July 15, 1996, the Company wants to have the Converting Utility Trucker take over Quick Stocking. This will be re-evaluated periodically. Marsha will be trained to take over the 4th position and Bobby trained as a Relief.

The Company wants to make sure that affected people are protected.

Both Bobby Donaldson and Marsha Thomason protection for #3/4/5 TT and their grandfather rights to Unitizing will remain in place.

Should Jim Osmus come back to Utility Trucker position, then Billy Routh's position in Box Facial will be protected.

7/17/96 Can't do

2. #1 & #7 Paper Machine Scheduling:

USC - Extra rule may be moved back on to the schedule without penalty to cover a short unannounced holiday or absence, etc. Departmental interests need to be mutually explored.

3. Vacation Allotment:

USC - suggests that additional prime time summer vacations would be possible for permanent junior people if more college pool people were hired.

MSC - Management will evaluate cost, safety and productivity/efficiency of this year's summer college pool hiring before deciding what to do next year.

4. Contract Book Errors and Clean-up:

USC - Need to compile list of errors and needed corrections.