

STANDING COMMITTEE MINUTES
JULY 21, 1993

Present were Joe Hertig, George Brajcich, John Melink, Bob Sullivan, George Kiepke, Mark Bechtold, Larry Reandeau, Randy McEwen, Gene Dixon, Claude Weaver, Shelley Prouty.

Items discussed:

1. Report back on the issues regarding timing of the one-time bump blue slips in Converting
2. Report back on the status of the core maker employee.
3. Report back on the Shipping overtime
4. Grievance 93-9, Coffee
5. Grievance 93-21
6. Grievance 93-20
7. Grievance 93-28, Kraft mill vacation scheduling
8. Grievance 93-24, Mill seniority for same-day hires
9. Grievance 93-29
10. Grievance 93-30, Operators doing maintenance work
11. Grievance 93-31, Chip truck loading overtime
12. Standing Committee minutes
13. Labor Pool - clarification of Section 25, I 4, page 26
14. Overtime data, College Pool
15. Status of guidelines for the selection of shift mechanics and shift reliefs

1. REPORT BACK ON RESEARCH OF ONE-TIME BUMP BLUE SLIP TIMING - CONVERTING

George Kiepke reported back on the investigation conducted by he and Kay Crist. The issue: junior people that were being bumped under the provisions of the one-time bump agreement should have been blue slipped to the labor pool as soon as the senior person was qualified in the job, but they were not blue slipped to the labor pool until the senior people were blue slipped to converting (60 days). Did this mean that there were some senior people in the labor pool during that time period that could have been assigned work in converting, but weren't because the junior people were still blue slipped in converting? (See the July 14, 1993 minutes.)

The joint investigation showed that in several weeks there were some people who should have been assigned work and weren't. However, further investigation showed that those people were assigned work in other departments.

No violations were found.

The Management Committee stated appreciation for the thoroughness of the investigation.

2. REPORT ON CORE MAKER EMPLOYEE; WAGES

An employee was incorrectly blue slipped into the core maker position, and as a result lost some hours of work. (See discussion in the July 14, 1993 minutes.) The issue has been researched and the employee has been made whole.

3. REPORT BACK ON SHIPPING OVERTIME

A report will be made at the next standing committee meeting. The department superintendent has been on vacation and therefore unavailable. (See discussion in the July 14, 1993 minutes.)

4. GRIEVANCE 93-9, COFFEE

This grievance goes right to third step because of the number of people involved, but the Union Standing Committee wanted to make a suggestion for consideration by Management.

The Union Committee recognizes that the beverages provided by the mill had spiraled into a huge cost, as it had expanded to much more than just coffee. They suggested that the mill get back to the original intent regarding the coffee - it was supplied by the mill to help people stay alert. Supply coffee, and coffee only, and maybe try to find less expensive sources to purchase the coffee from.

The Management Committee will take the recommendation to the Steering Group and process it there.

5. GRIEVANCE 93-21, MAINTENANCE EMPLOYEE, SAFETY

A maintenance crew was scheduled to work on the sanitary sewer system. The grievant told his supervisor that he did not feel safe working on it and needed more information. The supervisor then asked if the employee was refusing to do the job; the employee said no, just needed more information before starting the job. The discussion then moved into the supervisor's office, at which time the employee requested union representation (see following discussion on grievance 93-20). Tempers flared during the discussion, the maintenance superintendent got involved and it was eventually taken to the Human Resources Manager. The employee was not informed about the proper protective equipment until they were in the Human Resources department. Employees have the right to get protective shots prior to working on a sewer system, but because this employee was not informed of that he was in effect denied that right.

The Union Standing Committee's main concern in this grievance is that the supervisor had a duty to address the safety concerns of the employee before demanding that the work be done.

The Management Committee stated that both parties involved in a situation like this have a responsibility - the

employee to be specific about their concerns, and the supervisor to thoroughly address those concerns.

The settlement desired was that this message be communicated throughout the mill: When safety is the issue, employees need to specify those concerns to their supervisor. The supervisor then must address those concerns. The Joint Committee does NOT want people to follow the "work as directed, grieve later" approach that is advocated in other situations, when a safety issue is involved.

Grievance settled with the approval of these minutes.

6. GRIEVANCE 93-20, DENIAL OF UNION REPRESENTATION

In the situation discussed above (grievance 93-21), the employee requested a shop steward several times, but was denied. The Union Committee believes that had a shop steward been allowed to get involved up front, the issue would have been resolved right there and probably wouldn't have gone any further. Shop stewards being present can help both parties - by keeping discussions on track, asking questions to clarify the facts, as well as protect both parties from any accusations later ("he said..."). Even if a supervisor has no intent to discipline and does not believe a shop steward is needed, a steward should be involved if the employee requests one.

The Management Committee agreed that a steward should always be involved if an employee requests one - it is not only a matter of mill policy but of federal law. Supervisors should also let employees know what they want to talk about rather than a general statement that you want to talk to them in your office - this lets the employee make the judgment of whether or not they need a steward, but it is always the employee's call to make.

The Joint Committee agrees and reminds all in the mill: Union representation WILL be provided when requested by the employee.

Grievance settled with the approval of these minutes.

(Note: a fact finding sheet for use by shop stewards and supervisors has been developed, which helps the parties researching an issue to focus on the facts rather than emotions. Contact the Chief Shop Steward or Human Resources for more information.)

7. KRAFT MILL VACATION SCHEDULING

The Management Committee responded to this grievance after discussing the issue with department management. Management agrees to ensure there is a vacation posting up in the department during the seniority sign up period, recognizing that is for informational purposes only and is not to be

viewed as any tool or commitment outside the labor agreement.

The Union Committee stated that they believe the systems in place around vacation scheduling prevent "games playing" by employees.

Management agrees with the settlement in this grievance if it does not impact this year's vacation schedule. The schedule will be posted and regularly updated next year. All departments need to do so.

Grievance settled.

8. GRIEVANCE 93-24, MILL SENIORITY FOR SAME-DAY HIRES

The Union Committee stated that this has not been an issue before because it has not really come into play until now, at least in the grievant's department. It has not been challenged before because it has not, until now, impacted vacations.

The challenge is not the assignment of the seniority number for those people hired on the same day, but is that those numbers are not recognized in the grievant's department and have recently been changed from what they were. The assignment of mill seniority for people hired on the same day has been alphabetically or punch-in time.

The Management Committee stated that there was never an intent by the Company to change any one's mill seniority. When curtailments were becoming more frequent and people were starting to get concerned about lay offs, more requests were being made for copies of a mill seniority lists. The computer system in place at that time could ONLY print out alphabetically within same-day hires. Personnel then looked through individual personnel files trying to determine seniority order; unfortunately the documentation is not there in many instances to clearly tell what method was used to order same-day hires. Additionally, information received from department heads and long-time employees as to how seniority was established for same day hires, especially in the paper machines, has varied quite a bit. Some long-term employees say it was decided one way, others say it was decided another way.

The Joint Committee agrees to find and review an old mill seniority list (if one can be found), try to determine how seniority was established for same-day hires, and agree on the final list. Until such time, all current mill seniority lists are invalid. The final agreed upon list will be attached to the appropriate standing committee minutes.

(Note: after the meeting, this grievance was withdrawn. However, the Joint Committees will still follow through on the commitment made above.)

Grievances 23 and 25 were also withdrawn.

9. GRIEVANCE 93-29

The Union Committee asked that this grievance remain active, while more research is done. Management agreed.

10. GRIEVANCE 93-30, OPERATIONS DOING MAINTENANCE WORK

A Woodmill employee changed the oil filter on a piece of equipment he operates. The first step answer attached a copy of the job analysis job description and states that is a piece of this job. The Union Standing Committee stated that the job analysis descriptions are not intended to be a true and accurate job description - they only outline key responsibilities upon which a pay rate is based. When they are put together, employees and departments tend to "load them up" with all sorts of tasks in hopes of getting higher job rates - the Job Analysis Committee may or may not award pay on all those tasks.

Additionally, the Union expressed concern that full service to the equipment was not received by not having maintenance do the servicing. Maintenance employees check a whole system, not just one item. They also check the safety of the equipment. Operators are supposed to check the oil on their equipment, but are not supposed to change it.

The Management Committee understands that operators do change the oil on their equipment in several areas in the mill. It is agreed that it makes good business sense to utilize mechanics' skills. However, management sees no contractual issue here. The operator did a task that can reasonably be expected of operators.

The Union Committee stated that was not acceptable. They see an opportunity for the mill to save money by avoiding service mistakes on equipment. The practice of letting operators service equipment erodes the quality of maintenance work and costs money in the long run. They also asked how service of the equipment is tracked if maintenance isn't doing it.

There was no resolution to the grievance.

11. GRIEVANCE 93-30, 93-31, CHIP TRUCK LOADING OVERTIME

We have occasionally been loading chip trucks for the Camas mill. Recently, some overtime was required. The cat skinner operators say the overtime should be theirs, and the yard crew (who load the trucks on straight time) say it should be theirs. Clarification is needed as to whose overtime it is in case this comes up in the future.

The Union Standing Committee stated that the overtime should be assigned to those who do the work on straight time. There were no jurisdictional complaints when the work was done on straight time, so it is evidently not a big issue to the cat skinner operators. The yard crew also uses that equipment to load bark dusts, and this is a similar type task.

The Management Committee wanted it to be clear that this work is not regular, and is not always scheduled in advance.

Grievances settled.

12. STANDING COMMITTEE MINUTES

The Union Committee stated that it is taking too long to get the minutes out into the mill, and decisions/results of grievances need to be better captured in the minutes. The Union Committee requested that copies of the handwritten flip chart notes be distributed to standing committee members as soon as possible after the meetings.

13. LABOR POOL, CLARIFICATION OF SECTION 25, I 4 (PAGE 26)

A question was raised by some Labor Pool employees about this language. Specifically, "...if a qualified senior regular employees is scheduled, prior to 8:00 a.m. on Friday to be laid off beginning Monday of the following week, such employee will not be laid off as long as a junior employee is working on a layoff pool job." The question was, what if it is known prior to 8:00 a.m. Friday that an employee is going to be laid off, but the lay off doesn't start on Monday - does that laid off employee then have to be scheduled ahead of junior employees?

The Joint Committee agreed that the intent of that language is that as long as it is known prior to 8:00 a.m. on Friday that a person is going to experience lay off for any part of the following week, that person has to be scheduled ahead of junior people in the labor pool.

14. OVERTIME DATA, COLLEGE POOL

As part of considering the recommendation made by the Union Standing Committee at the July 14 meeting, some payroll information was collected. Total overtime data shows that more overtime was worked in the period June 1 - July 12, 1992 (with college pool) that has been worked in that same period for 1993. It is recognized that the 1992 figures include overtime for meetings and training that we are not now doing.

The Union Committee stated that there are other costs besides overtime to be considered - meal tickets and call times.

Standing Committee Minutes
July 21, 1993

Some individuals present at the meeting voiced concern at the idea of bringing in college pool at this point, after the lay offs and turmoil we have experienced. There was concern as to what that would do for morale, and management credibility.

15. SELECTION PROCESS FOR SHIFT MECHANICS AND SHIFT RELIEFS
("Mechanics" as used here includes millwrights AND electricians.)

The proposed guidelines for selection of shift mechanics and shift reliefs have been agreed upon.


Union Standing Committee


Management Standing Committee