

Standing Committee Meeting
July 12, 1991

Those in attendance: Linda Raynor, Shelley Prouty, Trisha Norvell, Clay Pillar, Larry Reandeau, Kris Keeler, George Brajcich, Gene Dixon, Barney Wheeler.

Items Discussed:

1. Walkthrough - Shipping/Unitizing/Yard
2. New Transfer Procedure
3. Test For Cause
4. Woodmill Compressed Language
5. Scheduling Overtime - (To Be Discussed Later)
6. Scheduling Overtime - Converting (To Be Discussed Later)
7. Helper Selection - (To Be Discussed Later)
8. Payroll
9. Meal Tickets
10. Employee Work Restrictions
11. 10 Hour Schedule for Electrical Crews
12. Transfer of Employee
13. Dress Code
14. Woodmill Reliefs
15. II Step Grievance - Contracting
16. Curtailment - Scheduling

Standing Committee Walkthrough:

This month's Walkthrough was Shipping, Unitizing and Yard. Notes from the walkthrough will be sent to the departments.

New Transfer Procedure:

The new transfer procedure which will go into effect 1/1/92 was reviewed in the form of a flow chart. Prior to finalizing, we will review the transfer process with the Bargaining Committee to ensure compliance with the negotiated changes.

Test for Cause:

Discussed a plan to begin Drug and Alcohol Testing for Cause. There was concern over the suggested use of blood for screening alcohol. There was discussion whether the use of a breathalyzer would be more appropriate for alcohol. We also discussed the intent for initiating random testing. We will review the plan as submitted considering the items discussed and review with the bargaining board before finalizing with the committee.

Woodmill Compressed Language:

There was some question raised regarding the Woodmill compressed language for relieving day workers. To answer the question it will require meeting with Carl Lang. Mike and Linda will follow up on this item and resolve before the next meeting.

Payroll:

It was noted by the Standing Committee that there needs to be a process whereby the Payroll Department checks with the H.R. Department before making contract interpretations.

Meal Tickets:

The time allotment to use a meal ticket, will be extended to 6 months from the time of issue. Currently the time limit is 30 days. We also discussed the feasibility of paying meals directly on the payroll system. Paying through the payroll system would further remove the intent of the meal ticket and therefore is not supported.

Employee Work Restrictions:

The discussion regarding employee work restrictions will be documented in a separate letter to the Union.

Electrical Crew 10 Hour Schedule:

Electrical crews on the Paper Machines have made a request to consider a 10 hour, 4 day a week work schedule on a 6 month trial basis. It is noted that the contract language necessary to work this schedule would be very similar to Box Facial who in the past has worked a 10 hour schedule. The Standing Committee does not see any contractual barrier to working the schedule. There does need to be a lot of discussion with the department heads and other operating departments to discover all the issues or opportunities this presents.

Transfer of an Employee:

Discussed the process that was used in returning a transferred employee who elected to return to his original department within to the 60 days. When the department was notified by the employee that he was returning to his original department he was removed from training and told he would no longer be needed. He was then scheduled back to his original job the following week. As a result the employee's lost three days pay for the week. Normally departments coordinate people returning and as a result employees do not lose the opportunity to work. It is unfortunate that a lack of communication created this situation through no fault of the employee. The employee will therefore be made whole.

Dress Code:

Discussed a situation when a supervisor talked to an employee who was wearing inappropriate dress in the work environment. Since there is no dress code for this department or the Wauna

Mill the supervisor was challenged on being fair and consistent with other employees. It was suggested by the Standing Committee that these issues are best solved by the department.

Woodmill Relief:

The Standing Committee discussed a situation in the Woodmill when reliefs from one ladder are scheduled on jobs in another ladder when their regular job is available. This practice is a contract violation unless the employee is actually being laid off from his regular job. We will meet with the Woodmill Superintendent and review the scheduling practices and discuss alternate options.

II Step Grievance - Contracting:

The Company contracted the job of tapping into the water lines in preparation for the new Instrument Building. The Union believes the crews had the equipment and skills to accomplish the job within the time constraint. The Union views the work done as maintenance work not new construction and the job should have been done by the maintenance crews. The desired settlement is for two men to receive 8 hours pay. The Company believes that the work contracted was within the contract requirements. This work was done in preparation for building an Instrument Shop. The Union was notified according to the contract requirements and mill procedures for contract notification. This grievance is denied.

Curtailement - Scheduling:

A mechanic was scheduled to work a normal work schedule during the week of 7/1/91. Beginning the week of 7/8/91 the mechanic was not scheduled for Monday, while junior employees were working. This was a scheduling error, therefore the employee will be made whole.

Prior to the curtailement week a mechanic understood that he must either take vacation or be laid off during the curtailement since work would not be available. The employee elected to take vacation. During the curtailement period there was need to schedule mechanics. This employee being senior to mechanics who worked would have worked had he been given the option to exercise his seniority. The Maintenance Superintendent had requested that all Supervisors ask mechanics to specify whether they would like to take vacation, floaters, time off without pay or work if work was available. This was necessary to plan the schedule during the curtailement.

Since the mechanic elected vacation, he was not scheduled. The mechanic also had the opportunity to change his request the week prior to the schedule when it was known that work was available. We do not believe that additional compensation is appropriate.

Considering the complexity of scheduling during the down the Standing Committee noted it was a good job by all involved to

minimize seniority issues.

Linda L. Raynor
Union Official

Michael Wendling
Company Official

JRCORP:Wauna
MLW/to
File:1723

cc: Payroll
Wauna Steering Group
Standing Committee
Local 1097
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