

## Standing Committee Meeting Minutes

August 16, 1995

**In attendance:** Joe Hertig, Keith Larson, Scott Solberg, Bob Fehlen, Jim Lepin, Claude Weaver, George Brajcich, Gene Dixon, Bob Sullivan and Kris Keeler.

### Items discussed:

1. Vacation Guidelines
2. Stock Prep Bid Job
3. ERTW Meeting Attendees
4. Contract Implementation Training
5. 10-4 Schedule - Paint Crew
6. Converting Issues
7. Storeroom Statement
8. Vacation Checks/Payroll
9. Training Issues
10. Grievance #95-16, 95-05, 95-06 & 95-20

**1. Vacation Guidelines** - Reviewed guidelines around calling in employees on their vacation. Proposed a standardized vacation request form indicating the guidelines for responsibilities of employees being called in. There appears to be two issues here. Issue 1 - holding employees over at the beginning of their vacation and Issue 2 - people being called in while on vacation. Our objective is to discourage employees and management from working people while on vacation.

Questions: Is there a conflict between state laws and our proposal? Where does the responsibility to not work people on vacation really lie?

Seems to be a dual responsibility not to call employees and for employees not to accept work if it's offered. Whole concept needs to be thought through pretty well before we do anything. Add a statement around employee's responsibility to decline work while on vacation. Once this issue is addressed we should communicate the agreement in the "Wauna Know".

*Pathforward:* We will review the language between now and the next meeting and will put this on the next meeting agenda.

**2. Stock Prep Bid** - An employee in the Stock Prep Department has applied for disability. The department would like to put the job up for bid now, although the disability has not been granted. What happens if the job is bid, but the incumbent is able to return to work?

*Pathforward:* The department will go ahead and fill the position and we will address the issue of the incumbent returning if it occurs.

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**3. ERTW Meeting** - Would like to audit the ERTW process and bring the group recommendations to the Standing Committee for review.

*Pathforward:* A meeting will be scheduled in the near future. Union representatives will be George Brajcich, Claude Weaver and Dick Sherman.

**4. Contract Implementation Training** - A request was made for Union representatives to help develop a training process for the shop stewards, supervisors, and business stream leaders.

*Pathforward:* Union representatives will work with Management representatives to reach a common understanding on new contract language and then develop a training plan.

**5. 10-4 Schedule for Paint Crew** - Summer months present a good opportunity to take advantage of good weather. The department would like to try the 10-4 schedule on a temporary basis. We will need to be aware of the other groups that will want to be included in this schedule. We do have existing language developed already in Box Facial area which could apply. There are several issues (lunch periods), extra "weekends", etc.) that need to be considered before we decide.

**6. Converting Issues** -

A. Call-ins to fill Quik-Stock Utility duties.

- Adjustors presently perform these duties.
- Agreement made in Converting says we call Adjustors first.
- Need to communicate this change to help increase awareness of this policy.

B. Crew shortages/scheduling

- Seniority when a person moves to another crew.
- Some crews don't move this person up. Is he frozen? What seniority does he have?

*Pathforward:* A meeting will be scheduled with Union/Management to assure that these issues get resolved in accordance with the contract.

**7. Storeroom Issue** - Employee was removed from the Storeroom and placed in the Labor Pool. Since then, a Labor Pool person has been working in the Storeroom.

Why was position eliminated in the first place?

- Labor Pool person needed for several reasons - vacations, illness, Co-gen project, etc.

Concern that this position should be filled on a permanent basis if it is filled full time by the Labor Pool.

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**8. Vacation Checks/Pay Issues** - We are hearing of instances of people requesting vacations in advance, however, their "card" is not sent to Payroll in a timely manner so they are not getting the pay when they need it. If an employee has done everything right, the company should be obligated to cut him/her a separate check so they receive their pay before the vacation. It may be difficult to do this with the new payroll system. Vacation checks should be issued on the payday before the week that vacation is taken.

*Pathforward:* Management will follow up with Beth Colby to discuss this issue.

**9. Training Issues** - The Union has a concern that the quality of the training in mill is suffering. They are also concerned that this may be causing some employees to get injured, however, people who are new to the mill are as well as people who move from department to department.

*Pathforward:* This issue needs to be addressed at the Wauna Steering Group level.

**10. Grievances** -

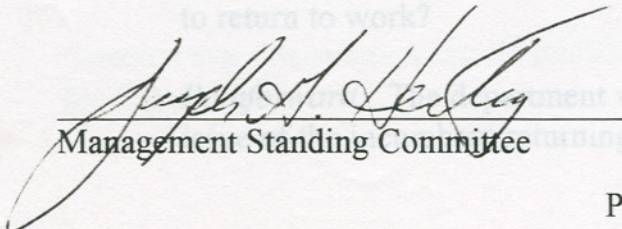
95-16: Payment has been authorized on this grievance. It was held up in Payroll. Payment will be issued the next pay day.

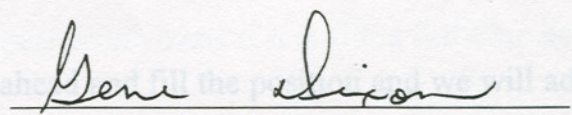
95-05, 06: The Union will continue their fact finding and report to the Standing Committee.

95- 20: A regular crew member in the Yard crew was assigned a cleanup job, while a Labor Pool employee operated equipment. Management will comply with the ADA rules - but must not apply the same consideration for able bodied employees.

- Employees received the proper pay, but who should be assigned the "better" job (fork lift vs. weed eater)? Because of the wide range of duties, people will be assigned a variety of tasks throughout the day or week. The Union Standing Committee would like to get a better understanding of the employee's position on this issue.
- Does seniority entitle a person to certain jobs? No.
- Is training an issue here? People must be qualified to do the job. This will be looked into by Yard management.

The next meeting will be **Wednesday, September 20, 1995 at 10:00 a.m.**

  
Management Standing Committee

  
Union Standing Committee