

STANDING COMMITTEE MEETING MINUTES

August 21, 1996

Present:

USC - Gene Dixon, Bob Sullivan, Bill Taylor, Kris Keeler, Claude Weaver, George Brajcich
MSC - Keith Larson, Norm Dittrich, Jim Lepin, Terri Opsahl

Agenda:

1. Kraft Mill Vacation Scheduling
2. Change in Starting Time
3. Safety Meeting Schedule
4. Seniority Rights for Multiple Postings
5. Hiring Status
6. Pay for College Pool Employees
7. Apprenticeship Candidates
8. 401k Plans
9. Vacation Issues
10. Pay for USC Members on Day(s) Off
11. Safety Shoe Reimbursement
12. Conference Attendance
13. Personal File Notes Kept by Management
14. Grievances

1. Kraft Mill Vacation Scheduling

- **Mike Woods** and **Frank Walsh** explained an issue that had came up and their proposal for resolving any future problems.

JSC - Agreed with their plans and proposed to adopt the procedure millwide (see attached.)

2. Change in Starting Time

- **Tom McGuigan** proposed a change in starting time for a mechanic in his area.

JSC - Agreed to the change.

3. Safety Meetings Schedule

- An issue / question, re: the scheduling of Safety Meetings on #3/4 PM and the Pulp Slab was referred back to that area.

11. Safety Shoe Reimbursement

MSC - will look into verification requirements for safety shoe reimbursements in Payroll.

4. Seniority Rights for Multiple Postings

USC - Determined that seniority should go to the employee(s) off the first / earliest bid even if that employee is assigned to the job later than an employee of a subsequent posting. Specific dates were established for employees bidding for Utility Department jobs.

5. Hiring Status

- Terri Opsahl reviewed our current needs and the status of pending job offers and placements. Another group of candidates will be tested on September 5th. The Kelso Employment Office will take applications for James River during the month of September.

6. Pay for College Pool Employees

- Calltimes may have mistakenly been paid. Pay will not be recovered but will not be paid in the future. They are also not entitled to jury duty allowance or funeral leave.

7. Apprenticeship Candidates

JSC - Confirmed prior agreement that openings will be filled by the most senior qualified. To qualify on the written test, a candidate must achieve a score of seven (7) on the Bennett Mechanical Test and an overall score of seven (7).

8. 401k Plans

USC - The requested switch over to self-managed has been approved by corporate. The Union will conduct appropriate voting of the membership.

- The new company Stock Plus Plan will be communicated to all employees by Keith Larson, Joe Hertig, Bill Lindley, Stuart Potter, and Dan DuVall as soon as schedules can be drawn up.

9. Vacation Issues

JSC - A special circumstance exception for one day / time vacation was approved.

- Options for providing for more prime time vacation weeks for less senior employees will be explored. Options include: more College Pool summer help, reduced vacation leveling, revised scheduling procedures, increased quotas.

10. Pay for USC Members on Day(s) Off

MSC - Is agreeable to this proposal excluding USC members on vacation, floating holidays, and no call times.

11. Safety Shoe Reimbursement

MSC - will look into verification requirements for safety shoe reimbursements in Payroll.

12. Conference Attendance

- IRRA Conference entitled, "Ethics in Collective Bargaining" is scheduled for September 19th, in Portland. This is a bad week due to the mill shutdown and the UPIU Convention.

13. Personnel File Notes Kept by Management

- Employees will be advised if notes are to be finalized and put into employees personnel file.
- Management may keep calendar reference notation regarding meetings or discussions with employees for possible follow-up needs.

14. Grievances

- 96-06 Still in process.
- 96-07 Need 3rd step meeting.
- 96-08 Resolved at 1st step.
- 96-09 USC provided MSC with new information that will be reviewed, i.e. head adjuster gave grievant permission to leave the mill and provided for his relief / coverage while grievant was gone.
- 96-10 Continuation of discussion held on August 19.
USC believes management may have ended up with the right result but for the wrong reason.
USC to meet with the grievant.
- 96-11 USC resolved.
- 96-12 Both MSC and USC to communicate absolute need to abide by contractual provision unless exceptions are made in advance such^{as} were agreed to during last winter's storms.
 - Keith Larson to write a memo to Stream Managers .
 - Union to communicate with officers and stewards.
 - Joe Hertig and Claude Weaver to cover in Team Leader and Stewards Contract Training classes.
- 96-13,14,15 Tabled for Doug Campbell's return.

Next Meeting:

- Wednesday, September 25th (pushed back one (1) week due to mill shutdown.)

Gene Dixon

Kathy Larson

Union Standing Committee

Msmt Standing Committee

WAUNA MILL VACATION GUIDELINES

(To be used in conjunction with Section 27 of the Labor Agreement)

1. Employees will have an opportunity to sign up for vacations prior to May 1 of each year. Employees will not be allowed to request more weeks of vacation than they have earned.
2. Management will determine the maximum allowable vacation allotment for any given week by department / area. Vacations will be granted in order of mill seniority.
3. Vacations which include a Saturday, Sunday, Monday, and Tuesday when the employee would normally be scheduled for work will count as a vacation in both calendar weeks overlapped by that vacation.
4. Management will inform employees no later than the first week day following May 1 whether their requested vacations were granted or denied.
5. From May 1-23, employees may submit additional vacation requests for those vacations which were denied during the initial sign-up period. Vacation requests received through May 23 will be granted in order of mill seniority.
6. If any employee was denied a vacation during the two seniority sign-up periods, he/she may choose to leave the denied week on the schedule. In the event that an employee who was granted a vacation for this week cancels, or for some other reason the week becomes available, then it will be offered to denied employees in order of mill seniority. If there were no denied employees, or if none of the denied employees elects to take the week, then it will be scheduled on a first come first served basis. Employees who were denied and choose to leave the denied week scheduled in the hopes of being granted the week through cancellation may not schedule in total more weeks than they have earned.
7. Vacation weeks which were not full by the end of the seniority sign-up period on May 23, will be filled on a first come first served basis.



JAMES RIVER CORPORATION

WAUNA MILL

Clatskanie, Oregon 97016

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August 29, 1996

**SUBJECT: Pay for Union attendance at Standing Committee Meetings
and / or other special commitments, i.e., Retirement / 401(k)
Committee.**

Management is in agreement to pay union attendees who are not "on shift" for the above meetings per the following principles.

- It is in the interests of both parties to work jointly on Wauna Mill business improvements, and the Union's involvement and participation is integral to continuous improvement and results.
- Meeting dates and times will be continuously evaluated to provide for maximum involvement at the most reasonable cost to the site.
- Reasonable amounts and / or sharing of personal (unpaid) time will still occur from time-to-time.
- Union representatives off on vacation or personal holidays are not eligible for pay.
- Unless pre-arranged, pay will not exceed eight (8) hours. Call time will not be paid.