

Standing Committee Meeting Minutes
8/07/91

Those in attendance: Trisha Norvell, Shelley Prouty, Linda Raynor, George Brajcich, Bill Taylor, Jim Cadd, Gene Dixon, Kris Keeler, Barney Wheeler, Clay Pillar, Dave Viera, Larry Reandeau and Mike Wendling.

Items Discussed:

1. Four Day/Ten Hour Schedule - Electrical Dept.
2. Test For Cause
3. Scheduling Overtime
4. Converting Overtime
5. Helper Selection (hold until next meeting)
6. Storeroom Temporary Position
7. Woodmill Compressed
8. Filling - Apprentice Machinist Position
9. 401-(k) Plan
10. Lateral Moves in Shipping
11. Insurance Investigations

Four Day/Ten Hour Schedule - Electrical Dept.:

The Electrical Department Supervision is still processing the request by the Paper Machine Electrical Crews to work a 4 day/10 hour schedule. This work schedule will also need approval from management.

Test For Cause:

Myra Gibson from the Employee Assistance Program discussed with the group her views on testing for cause. We discussed the use of a blood or breathalyzer test for the presence of alcohol; training that may be necessary and the role of the E.A.P. in random testing for those who are referred to a treatment program. The committee agreed that a breathalyzer would be used for the purpose of testing for cause in determining the presence of alcohol. We were also reminded that the contract language negotiated 4/11/91 provides the criteria when a person would be tested for cause. A urine test will be used to detect the presence of drugs. Random testing, should it occur, will be done under the recommendation and by the treating facility. Training for supervision and Shop Stewards on the Test For Cause Process will need to be planned.

Scheduling Overtime:

The Committee has been struggling with developing guidelines for filling and scheduling overtime which are consistent millwide and easily understood and administered. It has been very difficult to reach consensus since there are various practices throughout the mill. The committee suggests that we schedule a meeting with departments in order to reach

millwide consensus in the scheduling of overtime. It is recognized that this issue creates the greatest difficulties for departments, and creates disagreements which should be avoidable.

Converting Overtime:

The Converting Department is intending to communicate the following procedure in filling overtime.

Overtime is to be filled in the following sequence. This sequencing is consistent with both the labor contract and the compressed work week language. The compressed language states that when overtime is necessary, the Company will make reasonable effort to assign it to an employee(s) from the JOB CLASSIFICATION in which the need for overtime work occurred.

Overtime will be filled as follows:

1. Individuals within the specific job classification based on the schedule posted for Monday of the week the overtime occurred.

If unable to fill as per #1 above, then:

2. Any individual that is available and qualified.

The Committee does not see any contractual issues in filling overtime as noted above. It was suggested to wait until after a meeting was held with departments to discuss overtime before reviewing with the crews.

Storeroom Temporary Position:

The Standing Committee is in agreement with the request made by the Storeroom dated 7/25/91 to create a temporary position of a Receiving Clerk to support the CLO₂ Project.

Woodmill Compressed - Relieving Day Jobs:

The Standing Committee is in agreement with the following language for relieving the Chip Technician in the Woodmill ladder. The crews have voted by a majority in favor of this language.

Vacation or move-up relief into the straight day job of Chip Technician will go to the senior qualified Peco Operator if they are not on night shift Sunday night. If on night shift, then the move-up will go to the Chip Tester working day shift on the Sunday prior to the vacancy.

Filling Apprentice Machinist Position:

A Journeyman Mechanic has signed a posting for an Apprentice Machinist position. We discussed the appropriate status of this mechanic should he be transferred to the Machine Shop. Historically these situations have been handled by reassigning

the mechanic and maintaining his journeyman status. This is somewhat different in that the position had been posted. Should his mechanic be reassigned, his status as Journeyman will be maintained. The posting for Machinist helper will be pulled and a bid for a Millwright Helper will be posted to fill the position vacated by the reassigned mechanic. It should be noted that reassignments are done on a case by case basis and not intended to establish a formal practice.

Lateral Moves in Shipping:

The Standing Committee was made aware of lateral moves in Shipping that did not appear to be necessary. The Company will discuss with Department Supervision.

Insurance Investigations:

It is noted that during an insurance investigation an employee will be asked to only sign off on records that are related to the injury.

401-(k) Plan:

Discussed the need for the Union to consider the value of this plan in light of restricting contributions to qualify the plan and the negative impact to employees enrolled in the J.R. Stock Purchase Plan.

M. L. Wendling
Company Representative

Linda L. Raynor
Union Representative

JRCORP:Wauna
MLW/to
File:

cc: Payroll
W.S.G.
Standing Committee
Local 1097
Shop Stewards
Department Heads
Kay Crist
Jamie Baker