

II Step Grievance 90-11, Floating Holiday for Restricted Holiday

Standing Committee Minutes
August 15, 1990

Those in Attendance: Linda Raynor, Larry Reandeau, Gene Dixon, Carl Lang, Mike Brace, Clay Pillar and Mike Wendling.

Agenda Items;

1. Dependent Coverage for H/S/M.
2. II Step Grievance 90-11, Floating Holiday on Restricted Holiday.
3. New Directions.
4. Maintenance Helper Selection Process.
5. Better Way Program.
6. Alternate HMO for H/S/M.
7. Overtime Converting.
8. Payroll Deductions.
9. Accident Reports and Letters to Employees.

Dependent Coverage for H/S/M

Aetna does not require a dependent to be enrolled in order to be eligible for H/S/M coverage. The benefits are paid if the dependent meets the eligibility requirements under the terms of the labor agreement. The labor Agreement requires that dependents be enrolled within 31 days of birth adoption or marriage. This has created the situation where employees believed the dependent was enrolled because the claims were paid, but in fact were not enrolled in the plan according to the labor agreement. Enrollment of dependents is necessary in order to effectively manage the benefits provided. To resolve this problem the Company will notify employees of the necessity to insure that eligible dependents are enrolled in the H/S/M plan in order to be covered under the planned benefits. The Company is also considering not taking any action to update dependent enrollment at this time since it is probable that there will be a change in insurance carriers for the comprehensive plan. The Company will insure that eligible dependent H/S/M benefits will be paid even though they have not been enrolled.

There is a concern that the Core Makers are working excessive overtime without being provided consecutive days off. Jim Crowson will review the work schedules and insure employees are being awarded the appropriate days off.

II Step Grievance 90-11, Floating Holiday for Restricted Holiday.

Employees working the compressed shift during the July third restricted period will be entitled to one additional floating holiday, which will be paid at 12 hours pay according to the current compressed work week language. The Company and Union will review the Compressed language for floating holidays when working the restricted period to insure the language is consistent with the intent of the labor agreement.

New Directions

As a result of the U.P.I.U./James River joint agreement, the Wauna mill Company and Union officials will begin discussing the interpretation and implication to the Wauna Mill. Meetings will be scheduled in September.

Maintenance Helper Selection

Proposed changes in the maintenance helper selection process were reviewed. Attached is a copy of the proposed changes. These changes will be reviewed with the Mechanics Committee, and then discussed at the next standing committee meeting.

Better Way Program

The standing committee discussed the possibility of forming a joint Company/Union committee to promote and sponsor the Better Way Program for the Wauna Mill. The intent would be to achieve greater involvement and value for the spirit of the Better Way Program. Camas has taken a similar approach and has had good success.

Alternate H.M.O. for H/S/M

Select Care is designing a new plan design that would be a self funded H.M.O. that includes a cap on physician fees. This new plan design is quite unique and could potentially reduce costs while providing equal or better benefits to employees.

Overtime in Converting

There is a concern that the Core Makers are working excessive overtime without being provided consecutive days off. Jim Crowson will review the work schedules and insure employees are being awarded the appropriate days off.

Payroll Deductions

There is a need to review the deductions that are taken from the employees disability check. The Company is obligated to deduct taxes and garnishments, other deductions will be made according to the Unions request.

Accident Reports and Letters to Employees

There is a concern that accident reports and letters to employees regarding accident reports, point the finger of blame and otherwise question the integrity of the employee. It was recommended that the S.A.C. review this concern for Accident reports, and consider appropriate action. The Union Standing Committee does not see the need for the serious accident report. Other letters sent to employees regarding accidents will be reviewed to insure the appropriate sensitivity is considered. We also agreed that accidents investigated by workers compensation will be done at the mill site and with shop steward representation.

M. L. Wendling
Company Representative

Linda L. Rayner
Union Representative

cc Local 1097
Standing Committee
Wauna Steering Group
Department Heads
Payroll
Jamie Baker
Kay Crist
Shop Stewards
Donna Becker

MAINTENANCE HELPER SELECTION

REVISED 8/8/90

Labor Agreement Section A-2;D:

"The Company will select the Helpers on its mechanical crews through a procedure which may include such tests as intelligence tests, mechanical aptitude tests, interest and preference tests. Each person selected for a mechanical crew shall indicate his desire to learn a specific trade, and become a Journeyman."

The procedure by which Helpers are selected includes the following steps:

1. Post for the anticipated number of openings for the year. If there are no openings anticipated, there will be no posting. There are four categories of Helpers that may be posted: 1)Electrical 2)Instrument 3) Painter 4) Mechanical, which includes millwright, pipefitter, welder, machinist, and auto mechanic helper positions.
2. When an opening is posted, employees will indicate their interest in the position by signing a bid sheet.
3. Employees who have worked at Wauna for less than two years as of the date the position is posted will not be eligible to sign the job posting.
4. All employees who bid must complete the Work Record Review after signing the job posting, and return it to Personnel. The Review form can be picked up in the Personnel Office, or Personnel will mail it to the bidder's home. (See Attachment I)
5. Attendance at an informational meeting will be required in order for a bidder to continue through the selection process. Those meetings will be conducted by Nina Roggow and Shelley Prouty. The supervisor and/or superintendent of the department that needs Helpers is also welcome to participate. Nina will discuss the job requirements, focusing primarily on how the Apprentice program works and what is involved. Shelley will discuss the selection process. Informational meetings will be scheduled so that bidders on all shifts can attend one.
6. Those who have indicated their interest in the position by signing the bid sheet, completing the Work Record Review,

and attending an informational meeting will be asked to take a battery of written aptitude tests. (If they took those same tests when they were first hired at Wauna, they will not need to re-take them to be considered.) This battery will include a mechanical aptitude test, numerical test, understanding communication test, spacial visualization test, and an adaptability test. Those who receive a failing or marginal score on the mechanical aptitude test and/or below average overall will be informed of this by personal letter and will not be asked to participate further in the selection process.

7. Candidates' supervisors will be asked to complete a performance evaluation. Supervisors must review the evaluation with the employee before it is given to Personnel. The employee will have the opportunity to write any comments they have about the evaluation on the form itself. (See Attachment II)

8. Employees who receive satisfactory or better scores on the mechanical aptitude test and on the overall score will be asked to participate in a board interview.

The following criteria will be used in determining the candidates to be interviewed:

a) An individual who has never been interviewed for the specific trade for which he/she is applying.

b) An individual who has not been interviewed for the specific trade for a period of 4 years may request the opportunity to be reinterviewed. A request to be reinterviewed must be made at the time the bid is signed.

c) An individual who has been interviewed for the specific trade in the past and since that time has made a significant effort to gain added experience and training in that trade may request to be reinterviewed. A request to be reinterviewed must be made at the time the bid is signed.

9. When all of the candidates have been evaluated by the interview boards, those receiving the highest predictions for success will be placed on a list. Candidates will be placed on the list first by the evaluation rating (highest evaluation on top of the list), and second by seniority within a rating if more than one individual receives the same evaluation. As the Helper openings occur during the year, the person on the top of the list will be asked if they are interested in that opening.

When the next annual posting goes up, individuals still on the list from the previous posting will be notified by certified letter that they need to indicate their continued interest in the position by signing the new bid list. If they do not sign, their names will be taken off the list and

will not be considered. Signing the new bid sheet keeps their name on the list - the individual does not have to repeat the rest of the selection process.

With each posting (annually, or less often if there are no openings), the list will be rewritten, adding the new bidders who were selected in the most recent posting, and bringing forward those bidders selected from the previous posting(s) who indicated their continued interest in the position. The ranking of all individuals on the list will always be first by evaluation rating and second by seniority.

10. Any employee who wishes to receive feedback with regard to their interview may do so by indicating their interest to the Personnel Department.

sjp
file:801

AUGUST 2, 1990

Date

August 7, 1990

To: Local #1097
 Larry Brundage
 John Corley

SERIOUS ACCIDENT REPORTS

Date of Injury: July 31, 1990
 Department: Woodmill
 Injured Employee: Dick Boettcher

On Tuesday, July 31, 1990, at approximately 6:00 p.m., Dick was driving the Bobcat by the Greenwood silos cleaning up debris. He struck a concrete pillar while backing up the Bobcat and jarred his back. On Thursday morning, August 2, he went to his chiropractor and reported the incident that afternoon to the Medical Department. He has continued to seek treatment with his physician for his condition.

* The incident report on this injury indicates that inattention to the surrounding area was the major contributing to the accident. At the July SAC meeting, I presented statistics relative to the 1990 Worker's Comp Injuries. Through the month of June, our second most common injury was a back strain and the number one contributing factor was haste, speed, and inattention to surroundings. This unfortunate accident again stresses the importance of being aware of our surroundings so that we can work safely.

Donna

Donna Becker
 Wauna Mill

cc: R.J. Morgan
 Wauna Steering Group
 Department Heads
 Local #1097
 Safety Advisory Committee



JAMES RIVER CORPORATION
 WAUNA MILL
 Clatskanie, Oregon 97016 (503) 455-2221

AUGUST 2, 1990
 Date

TO: Local #1097
 Larry Reandeau
 John Gorley

REQUEST FOR INVESTIGATION

The following work-related injury/illness claim has been placed in deferred status. We have requested the Worker's Compensation Administration Office in Vancouver to order an investigation of the validity of the claim.

Employee Name: Larry McLeod Date of Injury: 7/20/90
 Department: Woodmill Foreman: Carl Lang
 Type of Injury: Strain Part of Body: Left Knee
 Reason: Larry had knee surgery in 1977. We want to be sure that this alleged injury is new and not the reagravation of a previous condition.

Name of Investigator: Dennis Wickwire
 Date of Investigation (if known): 8/2/90 Time: 10:00 a.m.
 Place: Small Personnel Conference Room

Please contact the Personnel Office if you have any questions.

Donna Becker
 Company Representative

JRCORP:Wauna
 RFI89

cc: Carl Lang (Department Head)
M.L. Wendling
P.O. Norvell
Larry McLeod



JAMES RIVER CORPORATION
 WAUNA MILL
 Clatskanie, Oregon 97016 (503) 455-2221

August 2, 1990
 Date

TO: Local #1097
 Larry Reandeau
 John Gorley

REQUEST FOR INVESTIGATION

The following work-related injury/illness claim has been placed in deferred status. We have requested the Worker's Compensation Administration Office in Vancouver to order an investigation of the validity of the claim.

Employee Name: Claude Whitcomb Date of Injury: 7/25/90
 Department: Converting Foreman: Kaj Nyberg
 Type of Injury: Contusion to Disc Part of Body: Back
 Reason: Claude had major back surgery in March, 1990 and has continued to be treated. We want to ensure that his current problem is the result of a new injury and not an aggravation of his previous condition.

Name of Investigator: Dennis Wickwire
 Date of Investigation (if known): 8/2/90 Time: To Be Determined by Dennis & Claude
 Place: We will have Dennis Wickwire contact Claude at home. Dennis will be at the mill on 8/2, but this is Claude's day off before night shift that night. Ron Bowles will inform Claude that he does have the right to have a Union Representative present should he so desire.
 Please contact the Personnel Office if you have any questions.

Donna Becker
 Company Representative

JRCORP:Wauna
 RFI89

cc: J.D. Crowson (Department Head)
M.L. Wendling
P.O. Norvell
 Claude Whitcomb
 Ron Bowles
 Kaj Nyberg

DEDUCTIONS			EARNINGS SUMMARY				DETAILS OF HOURS WORKED					
DESCRIPTION	CURRENT	YTD	PAY CODE	HOURS	RATE	AMOUNT	DATE	OCC. CODE	RATE	ST. HRS.	OT. HRS.	PT. HRS.
WA		630000	OFML			1400	0617	2727	18225			
BER	1327	17251	S&A			64286						
DAID		1288										
FFMEALS	1400	4200										
STOCK BT	643	27246										
UPIU1097		10824										
TAX INFORMATION												
DESCRIPTION	CURRENT	YTD										
GROSS	65686	2728734										
TX GROSS	63043	2701488										
FICA	5025	208748										
FIT	6612	472898										
SIT	3143	201001										
NET PAY	47536											

*Disability
Ch.*

ENDING	DEPT.	EMPLOYEE	NAME
06/17/90	88	1893	DOMBROWSKY WILLIAM A
VAC. ELIG. HRS.		CAL. HOURS	1040
FLTR. HRS. BAL.	40	VAC. BAL.	6
		BANKED VAC. BAL.	5

080486