

WAUNA MILL
STANDING COMMITTEE MEETING MINUTES
September 17, 1997

Present:

USC - Gene Dixon, George Brajcich, Larry Reandeau, Kris Keeler, Billy Taylor,
Dan Duvall

MSC - Keith Larson, Norm Dittrich, Tom McGuigan

Agenda:

1. Job Postings/Bids
2. Predictive Maintenance Job Opening/Internal Transfer Process
3. Receiving Paperwork
4. Shift Mechanics
5. Vacation Donation
6. HAZMAT Training (Employee Respiratory Fit Testing).
7. Meal Tickets
8. Woodmill Progression Lines
9. Grievances: 97-07, 97-13, 97-17, 97-18, 97-19, 97-20, 97-21, 97-22, 97-23

1. **Job Postings/Bids:**

MSC: Bid folders will be kept inside the clockroom; employees will sign in ink; all pages will be numbered (i.e.: page 3 of 5); lists will show rescinded/deleted names; postings will be placed at all time clock areas.

2. **Predictive Maintenance Job Opening/Internal Transfer Process:**

MSC: reminded others that the A-2 transfer process was not intended to include MIS or Predictive Maintenance openings as these positions are too specialized; the transfer posting in question required primarily balancing skills - no internal applicants were qualified therefore the position was advertised outside the mill. Since it would be preferable to hire within the Mill, Tom McGuigan is trying to establish a qualifying, objective test to test current crew anonymously to determine validity of test for use in the selection process. USC agreed.

3. **Receiving Paperwork:**

USC has heard of no new issues with revised procedures for entering data into SAP.

WAUNA MILL
STANDING COMMITTEE MEETING MINUTES
September 17, 1997

4. **Shift Mechanics:**
USC stated that the former Mill Manager, Al Neely, agreed that Shift Millwrights would not be taken off shift to do other work unless that work was unique and necessary. MSC will follow-up.
5. **Vacation Donations:**
USC questioned the status of Bob Tilander's donation to Dave McCauley. MSC will follow-up.
6. **HAZMAT Training (Employee Respiratory Fit Testing):**
USC questioned the implications of Level III respiratory testing in the Kraft Mill. MSC reminded the Union that this has been done in Utilities in the past. MSC will follow-up with an explanation.
7. **Meal Tickets:**
USC requested that the Brass Rail restaurant in Astoria be designated as a replacement for the Dutch Cup which closed.
8. **Woodmill Progression Ladders:**
Clarification of present and future progression into and out of the Screen Room is needed. L. Reandeau, B. Taylor, C. Weaver and K. Keeler will meet with C. Lang, T. McGuigan, K. Larson/J. Hertig.
9. **Grievances:**

97-07 / R. Tolbert: Meeting needed with J. Hughes, R. Tolbert and Kraft Mill management.

97-13 / G. Koski: C. Weaver and N. Dittrich to meet and follow-up.

97-17 / K. Williams: Withdrawn by USC.

97-18 / G. Hennessee: Withdrawn by USC.

97-19 / S. Potter: Withdrawn by the USC. Issue to be discussed at the Shop Stewards meeting on September 19th.

97-20 / J. Olson, Sr.: USC questions S&A for weeks of June 2 and June 9. MSC will check and respond.

WAUNA MILL
STANDING COMMITTEE MEETING MINUTES
September 17, 1997

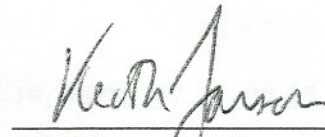
97-21 / R. Tolbert: USC does not feel that a reasonable effort was made to call people from the progression ladder before going to others from outside the department. Discussed calling from top down or from bottom up. This issue to be worked out within the department (Kraft Mill), and will be returned to 1st step for resolution.

97-22 / UPIU Local 1097: MSC to post the OSHA citation and Company response.

97-23 / Gary Hennessee: USC recommended that this issue be discussed at the 9/19 Shop Stewards meeting due to changes in Converting since the current process was initiated.


Henry Dixon
(for the Union)

9-26-97
Date


Keith Johnson
(for Management)

9-25-97
Date