

Standing Committee Meeting Minutes
September 4, 1991

Those in attendance: Jim Cadd, Linda Raynor, Larry Reandean, Bill Taylor, George Brajcich, Kris Keeler, Trisha Norvell, Gene Dixon, and Mike Wendling.

Items Discussed:

1. Walkthrough - Maintenance Shops
2. Maintenance Apprentice Selection
3. Department of Transportation Random Drug Testing
4. Training - Unitizing
5. Tardy Policy - Converting
6. Vacations
7. Sixteen Hour Rule
8. Assignment of Toilet Tissue Employees to Napkins
9. Trading Shifts

Walkthrough of Maintenance Shops:

The Standing Committee conducted a walkthrough of the Maintenance Shops.

Maintenance Apprentice Selection:

The Standing Committee reviewed the Apprentice Selection Process which will be in effect 4/1/92. While there are no major changes from the current selection system, this review presents the opportunity to discuss the selection process. Since there are some union concerns as to the application of seniority and qualifying applicants, it was decided to discuss the selection process with the Maintenance Superintendents before finalizing any changes.

Department of Transportation Random Drug Testing:

In order to comply with the Federal Department of Transportation random drug testing requirements; effective 10/01/91 random drug testing will be required for Wauna Mill Tug Boat Operators and highway Truck Drivers. Substance Abuse Management will handle the drug testing.

Training - Unitizing:

The Standing Committee was informed about a Unitizer Operator who is receiving additional training to become qualified as the Unitizer Coordinator. It is anticipated that the additional training will provide the opportunity to qualify the employee and avoid freezing.

Tardy Policy:

The Standing Committee discussed the Converting tardy policy which is documented by a letter dated 10/16/89. This policy does not represent what the Standing Committee believed was the tardy policy in Converting. We then began discussing tardy and absentee policies in general across the mill and concluded there was more inconsistency than clarity. It was suggested that Mike Wendling and Linda Raynor outline a possible millwide absenteeism policy according to the Labor Agreement guidelines. We will continue to discuss this at the next meeting. The question was raised whether the Converting Department has a policy and guidelines book that is unpublished rules for Converting employees?

Vacations:

It was suggested that through these minutes, departments be reminded that a vacation is to be seven consecutive days. Apparently there have been vacations granted with less than seven days off.

Sixteen Hour Rule:

There are no changes to the sixteen hour rule but is restated below for future consideration.

Anyone who works at Wauna for 16 consecutive hours or 16 hours in a 24 hour period will be given an 8 hour rest before working again. However, an employee who has worked an 8 hour shift and is asked to return after 8 hours rest will be allowed to work a sixteen hour period, provided the employee was scheduled or received enough notice in order to rest before working the 16 hour shift.

Assignment of Toilet Tissue Employees to Napkins:

There has been some curtailment of the Toilet Tissue operations. During these curtailments, the employees have been re-assigned to the Napkin Department. In the past, during curtailment, employees are re-assigned through the Labor Pool. The Labor Pool assignments, where possible, have assigned the senior people to the more desirable and higher paying Maintenance Helper positions if available. While the company maintains there is no contractual requirement to assign Labor Pool designated employees to specific jobs, the Company will consider job assignments as we have in the past.

Trading Shifts:

The Standing Committee discussed the Labor Agreement intent, in the case where employees at the same job classification trade shifts, and there are multiple people in the job classification. The question is what seniority rights do employees have when they have agreed to a trade and work on a different crew.

The Standing Committee agreed that one does not trade his seniority. Therefore, on-shift promotions would be given to the senior operator in the job class even though he is there as a result of a trade from another shift.

The next Standing Committee Meeting will be on 10/16/91.

M. F. Wendling
Company Representative

Linda L. Raynes
Union Representative

JRCORP:Wauna
MLW/to
File:

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