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modify the State's guidelines for granting unemployment
benefits. The Company would not treat the individual for
unemployment benefits because there is a not reduction

STANDING COMMITTEE MINUTES

OCTOBER 5, 1994

In attendance were Jim Lepin, Bob Sullivan, Ken Green,
Tim Winn, Claude Weaver, Gene Dixon, Doug Campbell, Joe
Hertig, Shelley Prouty, Billy Taylor, George Brajcich,
and Bob Fehlen.

RESULT:

Items Discussed:

1. Voluntary permanent layoff requests
2. Converting "shift freezes"
3. Security changes
4. Meal ticket change
5. Letter regarding maintenance overtime call ins
6. Scheduling
7. Grievance 94-35: meal tickets, converting blow down
8. Grievance 94-27; contracting out
9. Union request for schedules
10. Union statement about employee involvement and job
eliminations
11. Review of new payroll system

1. VOLUNTARY PERMANENT LAYOFF REQUESTS

DISCUSSION:

The Committee reviewed the Request form (attached) which
would allow bargaining unit employees to request to
layoff, waiving their seniority rights for six months,
after which their employment would be terminated as per
Section 25, Paragraph F (page 19).

The Company has allowed salaried employees to offer
their names up as part of the 15% reduction. Several
bargaining unit employees have asked for that same
opportunity, which would allow the employees to pursue
other interests (like school) while probably being able
to collect unemployment benefits. It would also help
the Mill reach the 15% reduction with fewer involuntary
separations.

RESULT:

The interested employee would sign the Request form.
Signing this form does NOT guarantee that unemployment
benefits will be paid - that determination is entirely

up to the State. Neither the Union nor the Company can modify the State's guidelines for granting unemployment benefits. It would guarantee that the Company would not contest the individual's application for unemployment benefits because there is a net reduction of staffing which meets the Corporate guidelines. Any request must be approved by the employee's department head.

RESULT:

The Standing Committee agreed to use the form presented with no changes. This option will be communicated through these minutes and through personal contact with those individuals who had raised this question and expressed an interest. The Standing Committee will review this again in a couple of months to see if any problems have arisen.

2. CONVERTING "SHIFT FREEZES"

DISCUSSION:

Converting's long standing practice has been to align people within the same job classification in order of seniority so that the senior people in that job classification are placed in the positions most likely to get on-shift move ups. When a person in that job classification leaves, it means that the next appropriate senior person is moved to the shift that was vacated. This causes an inconvenience for some people when they really don't want to laterally move to another shift.

In an effort to try to meet those employees' needs, Converting management polled all of the crews to see if they would be interested in being able to waive their seniority rights - in lateral moves ONLY - so that they could elect not to move to another shift within the same job classification in these situations. The crews voted yes to try this for one year.

RESULT:

The Joint Standing Committee believed that this could cause more problems than it would mitigate. Converting has a developed and long standing seniority system

within job classifications, and this agreement seems to go around that system. While the motivation of Converting management was good and appreciated, all need to remember that when people apply for work at Wauna, they know shift work is involved and agree to work those shifts by virtue of accepting employment here. No one is ever guaranteed a particular shift or crew.

The Joint Committee suggested that Converting return to their previous system. The most appropriate way for an employee to get a shift change is to get another employee to agree to switch.

(Note: Following the Standing Committee meeting, additional information was discovered to warrant a follow-up review at the 10/19/94 meeting. Until the issue is discussed again, the current system will not be changed.)

3. SECURITY CHANGES

DISCUSSION: Management is including the Security workforce in the 15% compensation cost reduction. Gate 4 will be eliminated, and the gate house located in front of the clockroom will be moved to the main road, just prior to the intersection, by the last entrance to the large parking lot east of the current gate house location. Management is looking at installing some sort of remote controlled gate or arm at Gate 4 to prohibit unauthorized vehicle entry to the mill at that point.

The Union Committee had heard rumors that random car searches are being planned and wanted to know if this was true. Management stated that there is a desire to beef up overall security in the mill, and car searches of people driving through the security gate is one thing that is being looked at. However, no firm decisions have been made - the Steering Group is still looking at all the options.

The Union Committee expressed great concern at the idea of randomly searching cars that go through the security gate, because that would include anyone who parks on the

west side of the Administration building or in the
Converting parking lot. They suggested a more
reasonable approach would be to search cars that had
gone into the main mill (down towards unitizing or down
the road past the clockroom and kraft mill). The Union
Committee also expressed concerns about the plan to
eliminate the night rover, as the rovers have saved the
Mill money by spotting fires, etc. Management shared
that they know this fact, but are also faced with a
mandatory 15% reduction. Including the security force
in the reduction may mean fewer eliminations elsewhere
in the mill - everything and everyone has to be looked
at.

The Management Committee stated that nothing in terms of
car searches would be put into place until it has been
processed by the Steering Group, and then reviewed and
processed with the Wauna Council.

4. MEAL TICKET CHANGE

Since Nick's has closed, the Union Committee requested
that The Restaurant (formerly the Crown Restaurant) be
put on the meal ticket to replace Nick's. The
Management Committee agreed. The change will go into
effect immediately.

5. LETTER REGARDING MAINTENANCE OVERTIME CALL INS

Management reviewed a letter written by the Maintenance
Superintendents (attached). In an answer to a grievance
some time back, maintenance management agreed to ensure
that Converting shift mechanics be included in the pool
of available mechanics for call ins in Converting. The
letter that was then written outlined a process that
went beyond what was agreed to and has itself caused
problems.

The revised process/statement (as in the attached
letter) ensures that shift mechanics are
considered/remembered for call in, without setting up
complicated rules and procedures.

The Union Committee expressed some frustration that what was thought to be the final solution to the problem wasn't. The Union will monitor to ensure that the shift mechanics are in fact getting called in.

6. SCHEDULING ISSUES

A. JURY DUTY

The Committee wanted to remind departments that if a person - because of Jury Duty, Funeral Leave, or whatever reason - does not have an opportunity to see a schedule change, Management has the obligation to notify the employee of the change in schedule.

B. HOLDING OVER INTO VACATION

It is not appropriate to hold someone over into their vacation (after 7:00 a.m.) if their relief is in the mill but is at a scheduled meeting. The person's vacation starts at 7:00 a.m. and management must not schedule their relief such that they cannot relieve at 7:00, unless the department is willing to allow the employee to leave without being relieved.

C. SCHEDULING GUIDELINES

The Joint Committee agreed to form a task group to work on determining what the most common problems and questions are with scheduling, and write down guidelines to answer those problems. The guidelines could be then used as a resource for the schedulers and shop stewards. Doing this should also reduce the number of scheduling issues that arise at the Standing Committee year after year.

9. UNION REQUEST FOR SCHEDULES

7. GRIEVANCE 94-35; MEAL TICKETS, CONVERTING BLOW DOWN

DISCUSSION:

The Union Committee had been told by some of the grievants that a relief supervisor had told them before coming in for the blow down that it would only be a 10 hour shift. Therefore, give the employees the meal tickets, and in the future schedule people instead of asking for volunteers.

10. UNION STATEMENT REGARDING EMPLOYEE INVOLVEMENT AND

RESULT:

Management needs to verify with the relief supervisor what was said. If in fact the relief supervisor told the employees it would be a 10 hour shift, the meal tickets would be paid. If the crews were not told that, the Mill will not give the grievants meal tickets.

8. GRIEVANCE 94-27; CONTRACTING OUT

DISCUSSION:

An engineer reviewed the project with the appropriate crew and indicated that a portion of the work could be done by the crew. The engineer then talked to the maintenance superintendent who determined that the crew could not do the work because of all the other work scheduled for them. The engineer later took the sheet back to the crew to sign, but there apparently wasn't any further dialogue by either the crew asking questions or the engineer pointing out the changes. Drawings showing the changed scope were attached to the sheet.

When the grievance was filed, the maintenance superintendent stopped the work. In reviewing the maintenance schedule, it had changed significantly so that the crew could now do some of the job.

RESULT:

The Joint Committee agreed to arrange a meeting with the crew, the maintenance superintendent and Charly Warren to discuss the issues and share their concerns.

9. UNION REQUEST FOR SCHEDULES

The Union Committee requested copies of schedules from all the departments that were curtailed during the week of the down (9/19/94).

10. UNION STATEMENT REGARDING EMPLOYEE INVOLVEMENT AND JOB ELIMINATION

The Union stated that they and their members would work with management on cost reduction and cost savings ideas, but no union official or union member will help with eliminating the jobs of fellow union members. There is no objection to employees giving input on job elimination plans developed and presented by management. However, there is an objection if management asks employees for ideas on how to eliminate a job.

11. REVIEW OF NEW PAYROLL SYSTEM

The Corporation has purchased a new Human Resources - Payroll system produced by Lawson. This will give all of James River a standardized payroll system with one common data base, which will make reporting much easier and less expensive. There will be a cost savings as there will be fewer people required throughout the Corporation to process payroll.

There will be some impact to Wauna, as Wauna's current payroll system is the best in the Corporation and is somewhat better than the Lawson system. However, Payroll and MIS have been working hard to try to minimize the impact on Wauna employees.


There will be more steps involved in processing payroll, so the payroll process will be slowed down (though this will not change the pay period timing we currently have). The Payroll office will move to Accounting (upstairs in the Administration building) so that others in Accounting can help Payroll as part of the work team.

The biggest change for Wauna employees is that the checks will look different and the pay stub data that is currently on the checks will not be there any more. However, employees will have access to their own information (vacation balance, floater balance, hours worked, pay rates, etc.) on any computer terminal in the mill.

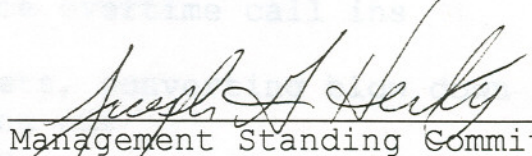
The implementation will begin in November, 1994, with full implementation on January 1, 1995. There will be many communications going to employees about the system and the changes as they are about to happen. Employees will also be trained to use the computer to access their pay information.

All employees should note: the payroll and main personnel offices will be closed the week of October 17 for Lawson training in Vancouver. The Clockroom, medical and Joe and Trisha will be available that week.

The other outstanding grievances will be discussed at the October 19 meeting.



Union Standing Committee



Management Standing Committee