

STANDING COMMITTEE MEETING MINUTES

October 19, 1994

Present Were: George Brajcich; Jim Lepin; Tim Winn; Bob Sullivan; Gene Dixon; Doug Campbell; Claude Weaver; Bob Fehlen; Joe Hertig; Trisha Norvell; Kris Keeler

Process Safety Management: Roger Bergman, PSM Coordinator for the Wauna Mill, presented a general overview of the Process Safety Management standard requirements. Local 1097, as the representatives of the "affected employees", has to be informed of the PSM Audit which took place early in 1994 and of the availability of the audit document in Roger Bergman's office.

Training to perform work safely on PSM systems is a critical part of Process Safety Management. That training is focused on how to prevent potentially catastrophic events from occurring on covered systems; those systems at Wauna are SO₂, methanol and chlorine dioxide. The fluid bed boiler installation will introduce anhydrous ammonia in amounts which will make it also a covered system. Roger confirmed that Labor Pool employees assigned to the Greenwood Mill or to the Kraft Mill, where those systems exist, will not be assigned to work on those systems without documented appropriate training.

Converting Plant/ Movement Across Shifts: Lateral moves across shifts can occur frequently in the Converting Plant because there are a large number of employees blue-slipped to the same job in different slots of senior on the progression ladder. The top 8 people in that blue slipped job on each progression ladder are lined up according to seniority for the purpose of on-shift moveups. Lateral moves across shifts cause a great deal of disruption to employees, with no pay difference. Converting is proposing **not** making lateral moves for one year, allowing employees to stay on their home shift. That could mean that in some cases, they would miss an opportunity for on-shift move up on another shift that may not be available to them on their home shift. This agreement will not affect senior moves. The majority of Converting employees are in favor of this trial period.

The Union Standing Committee is concerned that junior people will be trained for move-ups. The Management Standing Committee committed to all seniority rules being strictly adhered to. Union and Management will monitor the trial to confirm that the moves are consistent with seniority rules.

One-Time "Bump": The Joint Committees reviewed the proposed language for this One Time "Bump". They found no obvious problems with the proposal. The proposal will be reviewed by the Executive Board of Local 1097 and go to the Union body if there are no issues identified by the Executive Board. The Wauna Steering Group will review the proposal for upgrades or approval.

Schedules During the September 20th and 21st Down: George Brajcich has those schedules and the Union Standing Committee will provide a response to their review of those schedules at another time.

Injured Employee Return to Work Issue: This employee's concerns will be coordinated through George Brajcich and addressed with the Human Resources Department.

Safety Issue/Crane Training: Concerns regarding the way a training manual expresses resolution of safety issues arising out of the operation of a crane have been referred to the Safety Advisory Committee.

Grievance 94-33/Truck Door Assignment: The Joint Standing Committees agreed to form a sub-committee this and other scheduling issues. Claude Weaver, Doug Campbell and Tim Winn have volunteered to serve on that Committee along with all Department Schedulers.

Grievance 94-35/Napkin and Box Facial Blowdown on Memorial Day: The issue revolves around what employees were told when they volunteered to work on the Holiday to blow down. The Union Standing Committee will respond to management's statement that management did not give employees a specific number of hours that the job would take prior to their volunteering to come in.

Grievance 94-40/Operations Doing Maintenance Work: The Union Standing Committee stated that after operations had performed the work directed by management, maintenance had to re-do the work because it had not been done correctly. The USC proposes two hours of pay be donated to D.A.R.E. The Management Standing Committee will respond.

Grievances 94-41, 42, 43/Scheduling: The issue is whether the grievants had "full weeks" as defined by the Labor Pool Guidelines. The Union and Management Standing Committees agreed to defer scheduling issues to the Scheduling Committee whose membership is comprised of both union and management employees and includes the schedulerers from the different departments. There is an apparent confusion around when an employee fits under the Labor Pool Guidelines and when the employee is treated as if he had a full schedule, even though he is moved from one letter shift to another or from one progression ladder to another. The Scheduling Committee is scheduled to convene November 3, 1994, and will continue to meet until the issues are resolved.

Grievances 94-45, 46, 47 & 48/Discipline for Horseplay: The Union Standing Committee's contention is that management knew that ball-playing was going on and did not stop it, thereby condoning the playing. The Management Standing Committee confirms that the supervisor saw that ball-catching was going on and condoned "catch"; the playing escalated to base-ball with a pee-vee handle, which was not known or condoned.

Both the USC and MSC agree that horseplay of any form is unsafe and cannot be condoned by either management or the Union. Management proposed that the Letters of Discussion given these three employees be removed as of November 1, 1994, based on management's commitment to confirming the message of the unacceptability of such behavior and management's acknowledgment that message had been given and received. The Union Standing Committee stated their position that management's first obligation during an upset condition, such as the power outage, is to ensure the safety of the employees by doing a head-count. The Union Standing Committee will respond to management's proposed resolution before November 1, 1994.

Grievance 94-49/Coremaker Scheduling: The employee was scheduled out of the Labor Pool for a full week, filling different positions on different shifts. A Floating Holiday he was scheduled to cover was canceled and the employee was re-assigned to a different day of the week. The Management Standing Committee agreed

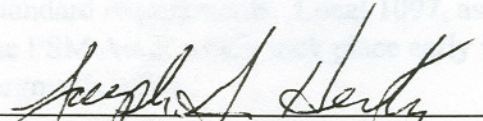
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with the Union's position that the employee had assigned days off, based on his schedule. When his assignment on one day was canceled and we re-assigned him to work on one of his days off; penalties are appropriate and will be paid.

Changing Progression Ladders Question: The Union Standing Committee requested the Progression Ladders for Shipping and Unitizing. The USC reminded the Management Standing Committee that there is a procedure to follow when management changes progression ladders.



Union Standing Committee



Company Standing Committee