

Standing Committee Meeting Minutes  
October 16, 1991

Those in attendance: Linda Raynor, Gene Dixon, Dave Viera, Kris Keelr, Larry Reandeau, Trisha Norvell, Shelley Orouty, Jim Cadd, Clay Pillar, Bill Taylor, Mike Wendling, and Terri Opsahl.

Items Discussed:

1. Employee Disabled For Two Years
2. Converting Shift Assignments
3. Freeze/Unfreeze Requests
4. Helper Selection Process
5. Health & Wellness
6. Absentee/Tardy Policy (to be discussed at the next meeting)
7. Scheduling Overtime and Vacations
8. Cost Containment

Employee Disabled For Two Years:

An employee who had been injured two years ago may be permanently disabled and unable to return to his/her normal job. We discussed with the Standing Committee the need to meet with this person and begin discussing the various employment options this employee will need to consider; i.e. retirement, assignment to another job, rehabilitation, etc. The two year period will end January 1, 1992, which will prompt the Company to review the employees work status per the Labor Agreement. Larry Reandeau will meet with this employee to discuss employment options.

Converting Shift Assignments:

Historically there were concerns of moving people from crew to crew when there was no promotion. In May of 1986, the department issued guidelines for scheduling employees to various shifts and followed those guidelines until September of 1991, when a new guideline was written. The Standing Committee recognizes that departments can modify department guidelines, providing the employees and Local Union are notified, as we customarily have done. Since the 9/91 guidelines were developed without proper notification, these guidelines should not be considered a department policy until such proper notification is made to employees.

Freeze/Unfreeze Requests:

An employee in Unitizing has made a request to Unfreeze his/her seniority. The request was approved.

The Union was notified of an employee who will be frozen, due to a lack of qualifications to be promoted, according to Section 25 of the Labor Agreement.

Helper Selection Process:

There are some suggested modifications to the helper selection process which was reviewed with the Standing Committee. At the next Standing Committee meeting, we will finalize these suggested changes and publish the selection process.

Health and Wellness:

Wauna Mill and Local 1097 have jointly formed a Health Care Cost Containment Committee which seems to naturally focus on health benefits cost reduction. Some mills have not only formed a cost containment committee but a wellness committee that focuses on wellness issues. These wellness committees seem to be effective and are usually volunteers as opposed to formally appointed members. We discussed whether a separate wellness committee would have any benefits to Wauna. No conclusion was reached at this time.

Scheduling Overtime and Vacation:

The following clarification was discussed by the Standing Committee in order to provide clarity and consistency in scheduling overtime and vacations.

1. Scheduling an employee for a senior move Monday day shift, who is working Sunday night graveyard.

The compressed work week language allows for on-shift move up for a two week period, if an employee is unable to be scheduled on a senior move due to working Sunday night graveyard. Additionally the scheduler has the option to work the employee straight days or nights, subject to the Labor Agreement restrictions, to transition into the senior move position. It is also noted that the letter dated 6/4/90 clarifying this issue will be void.

2. Scheduling a tour worker returning from a day-off to day-off vacation.

It is understood that seniority does not apply to an employee who works part of a week. Since an employee who takes a day-off to day-off vacation returns in the middle of a week, seniority would not apply for that week, unless the person is returning on the same

shift he took a vacation and the senior move is on that same shift. Therefore, tour workers who take a day-off to day-off vacation will return on the shift they took the vacation.

3. Determining job classification for the purpose of assigning overtime.

An employee who takes a floating holiday is not in the job classification for the duration of the floating holiday time period (24 hours). The person assigned to fill the floating holiday assumes the job classification only for the duration of the floating holiday. When an employee is not eligible or unable to work in his assigned job class, he will not be considered in the job class for that time period. The employee who is assigned to replace the person will be considered in the job class. An employee can only be in one job classification at any one point in time.

We also discussed the need to have a standard form for requesting a vacation that notes whether the vacation is requested for Monday to Monday or day-off to day-off.

Cost Containment:

The 4 - 10 hour schedule requested by the electricians on #3 & #4 P.M. has some cost savings potential. The Union feels the Company should consider this request and allow the schedule on a trial basis.

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Union Representative

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Company Representative

JRCORP:Wauna  
File:1948

cc: WSG  
Dept. Heads  
Shop Stewards  
Local 1097  
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Payroll  
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