

STANDING COMMITTEE MINUTES

OCTOBER 21, 1992

Present were Billy Taylor, Larry Reandeau, George Brajcich, Gene Dixon, Kris Keeler, Joe Hertig, Trisha Norvell, Al Grantham, Al Rollins, John Melink, Randy McEwen, and Shelley Prouty.

Items Discussed:

1. Senior moves (Groundwood case)
2. Woodmill progression ladder
3. Log barge unloading
4. Oiler helper selection
5. Grievance 92-23, Oiler helper selection
6. Grievance 92-32, Oiler helper selection
7. Grievance 92-33, Operations doing maintenance work
8. Gray Areas Committee
9. Grievance 92-36, Tool box replacement
10. Shop steward mail boxes
11. Union officials released for meetings
12. Election Day
13. Filling shift maintenance positions
14. Letter of discussion, Converting
15. Technical department training
16. Grievance 92-34 & 35, Contracting out and notification

1. SENIOR MOVES

The Standing Committee reviewed the correct ways for filling two vacancies in a progression ladder. A senior move should be made when appropriate. For vacation coverage a department could make an on-shift move up and fill where the opening occurs with a senior move. Any time a move is made within a job category or classification, the senior person should be moved.

When an employee is set up part of a week or on vacation part of a week, they are not the senior person for a senior move up.

If the employees in a department want to adjust how they fill vacancies, they can develop some groundrules to present to the Standing Committee for approval.

The grievance filed in Groundwood regarding the double senior move was not brought to the second step. There was no contract violation in how the vacancies in that instance were filled.

2. WOODMILL PROGRESSION LADDER

Woodmill employees approached department management with a proposed change to their progression ladder. The change allows the bottom jobs to be more proficient in higher jobs and enables people in those jobs to move up to cover vacancies. The three bottom jobs will be combined into one rung of the ladder. The senior person would be moved up into the higher paying openings. If the woodmill were to go to two shifts someday, management would also have the option of doing on-shift move ups.

3. LOG BARGE UNLOADING

If a situation like this happens again (a barge comes to Wauna with some outside vendor's raw materials that then had to be loaded onto their trucks), to review it with the Joint Standing Committee before it happens so they can determine if the work can be done by Wauna.

Management did not know this was going to happen in this instance. We did communicate to Fiber Supply that we do not want that to happen again - the mill management does NOT want to get into the business of loading log trucks.

4. OILER HELPER

The Union Standing Committee researched the language in the A-5 package regarding using only supervisors on the interview panel. The Executive Board directed the Standing Committee to stay with that language, as it had not been discussed at negotiations.

The Union Standing Committee did not realize the Company was intending to apply the same selection process that is used for Maintenance Helpers (A-2) to Oiler Helper selection (A-5). The Company did present the whole process to the Joint Committee in March, and the written documentation presented at the meeting and attached to the minutes references Oiler. The Company Committee now understands that there was this misunderstanding, but did the Oiler Helper selection in good faith, believing that it had been completely reviewed with and understood by the Joint Committee.

The Union Standing Committee asked that they be notified if there is a change in the selection criterion used for entry level new hires, to which the Company agreed. The Union also asked that the letters notifying Helper bidders (Maintenance and Oiler) of the steps in the selection process be hand delivered rather than sent through the US Mail to avoid the situation of an employee not receiving their letter. The Company will respond at the next meeting with a

proposed process for doing this.

5. GRIEVANCE 92-23

Oiler Helper selection: The Grievant maintains they did not receive their letter to attend the informational meeting, which is the first step of the selection process. The Union requests the grievant be put into the process for consideration.

6. GRIEVANCE 92-32

Withdrawn. Union Standing Committee reminds the Company that the interviews must be conducted with all salaried employees (supervisors) on the panel as per the A-5 language - no hourly employees will be on those panels.

7. GRIEVANCE 92-33

Converting Operators doing maintenance work. A changeover of parts on a HHT saw and winder was planned, and the adjuster did it as they normally would do a changeover. Once the saw was taken apart and they tried to put the new pieces in, they realized the new parts were not going to fit as the factory representative had said they would and that some modifications would be required. At that point a mechanic was called for.

The mechanics believe that since the factory representative was there four days before the job started that management had plenty of opportunity to thoroughly review the job and completely understand the scope of it, and therefore schedule mechanics on it from the start.

It was Converting's understanding that the new parts would fit right in using the same bolts and bolt holes that had been used for the old parts. As soon as they realized the scope of the job was bigger than that, they got a mechanic involved. All of the other changeovers like this since this first one have had a mechanic scheduled on them from the start now that it is known that it takes some modification to get the new parts to fit. The department knows that modifications, etc. requires a mechanic's skills, and schedules mechanics for those, as they have done on all of these jobs since realizing the scope and complexity of this changeover.

The department did learn from this case and did the subsequent changes differently. We need to always improve in our assessments of jobs up front to determine if mechanics will be needed. As soon as a job is identified as one requiring maintenance employees, they will be called in or scheduled. No one can guarantee, however, that situations such as this one will never happen again, as there are times when no amount of prior review of plans and drawings will identify all of the problems before they are actually

encountered.

8. GRAY AREAS COMMITTEE

The Union Standing Committee suggested that a Gray Areas Committee (GAC) be reorganized with direction from the Joint Standing Committee. The purpose would be to look at where operations work ends and maintenance work begins, and the group would make suggestions to the Standing Committee for approval. The GAC would also look for ways to help operations early on in a job to know when to get a mechanic and to have that consistent between all shifts.

The Joint Committee believes it is good for operations to pitch in and help mechanics when needed. The Union's concern is that management will see operations doing these things and then try to make those tasks part of the operator's job to the point where mechanics aren't needed.

The Company Standing Committee is concerned about trying to draw definitive lines between maintenance and operations work as that sets us up for problems in the future. We also need to keep in mind that the way we work will probably have to change in the future to remain competitive. We can't develop something now and say this is the way it will always be.

The Union said they do not ever want to send the message to people that they can say "it's not my job" or expect a higher rate of pay if they do something that's not on their job description. Only when fear is totally driven out and people feel secure in their jobs can we move forward and address things differently.

The Union Committee suggested the GAC would consist of maintenance, operations, and management employees with millwide representation. The Company Committee will process the suggestion with the Steering Group and respond at a later date. The Union Committee will also work with the Executive Board to process and refine the idea further.

9. GRIEVANCE 92-36

Tool box replacement for maintenance. The Mill replaces tool boxes when they are in a condition to necessitate replacement. The policy requires that the mechanic turn his/her old tool box in for the mill to destroy. A mechanic's box was replaced and he asked to take his old box home and was told no. He then discovered several other mechanics had, in the past, been allowed to take theirs home.

The Union Standing Committee reminded the Company to be sure that policies are applied consistently. They also suggested that this employee be allowed to take his tool box home, and then remind all maintenance employees of the policy and apply it consistently from this point forward.

The Company Committee pointed out that this employee was informed before the fact of the details of the policy. There has been some inconsistency or errors made in the Converting maintenance area, but the policy has been consistently applied in the rest of the mill. The employee will not be taking his old box home - he was aware of the policy up front. Administration of the policy has been changed so that we can avoid or minimize the potential for inconsistencies in the future.

10. SHOP STEWARD MAIL BOXES

The shop stewards would like mail boxes in their departments, as there are times when a shop steward's maid is a little late in getting passed on to them. Human Resources and the Chief Shop Steward will work on a proposal and present at the next meeting.

11. UNION OFFICIALS RELEASED FOR MEETINGS

Some Union officials are still having difficulty getting excused for meetings or contract training. Some stewards have been told that they could go only if there are extra people on shift.

Human Resources will look into this and respond to the Joint Committee.

12. ELECTIONS - NATIONAL AND STATE

All departments should remember that employees have the right to vote, and if they need time off or a change in schedule in order to vote, we will need to make arrangements to enable that.

Schedules can be adjusted for that day so people can vote - departments just need to schedule the changes ahead of time. The Standing Committee supports doing that if employees want to.

The polls in both Oregon and Washington are open 7 a.m. to 8 p.m.

13. FILLING SHIFT MAINTENANCE POSITIONS

The Union Standing Committee has polled a number of maintenance employees, and the majority of the affected people want the shift coverage to stay the same - volunteer gets it, if there is no volunteer then assign the junior person to it. The mechanics have presented a proposal to the maintenance superintendents suggesting that the senior volunteer get the shift position, and if there aren't any volunteers, assign the junior person to cover the shift. The superintendents are reviewing this.

14. LETTER OF DISCUSSION - CONVERTING

An employee was given a letter of discussion for a safety

violation which was not observed by management but was reported by other hourly employees. The supervisor asked the employee if they had done this, and the employee acknowledged that they had. The discussion was therefore not based on hearsay, as the operator confirmed it. A letter of discussion was issued because management was so concerned - this individual has been doing unsafe acts and the supervisor wanted to let the person know this is very serious. It is the Company's responsibility to do that.

The Union Standing Committee also expects people to work safely. The Union expressed concern that situations like this might send the message that if you tell the truth you will get in trouble and if you lie you will be okay. The Union Committee reminds all hourly employees to tell other employees if there is a problem before taking it to the supervisor.

15. TECHNICAL DEPARTMENT TRAINING

The department proposes a series of quizzes for people to take during their training period. The purpose of the quizzes would be to let the employee know what areas they might need to focus on and to let the supervisor know if there are areas needing further training. The same quizzes would be used for all people coming into the job (pulp tester). The purpose is to validate the training - is the person learning the job and getting the training they need?

The Union Standing Committee has no problems with this proposal IF they are to be a tool to help identify training needs. They do NOT want them used if they are to be used as a qualifier or disqualifier.

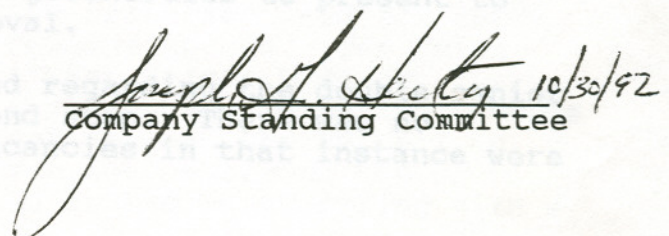
The Department Superintendent told the Joint Committee that any disqualification would be based on demonstration of inability to do the job.

16. GRIEVANCE 92-34 & 35

Contracting out, prior notification. The grievants believe there was a failure to notify the Union on a job that was contracted. A "punch list" is not considered notification.

The Joint Committee agreed to postpone this discussion until the parties involved can come and explain the situation to the Committee. They also agreed that it would help to have an overall understanding of the whole AR/Capital project process. This will be discussed at the November meeting.


Union Standing Committee

 10/30/92
Company Standing Committee