

STANDING COMMITTEE MEETING MINUTES

November 27, 1996

Present:

USC - Gene Dixon, Bob Sullivan, Dan Duvall, Bill Taylor, Claude Weaver, George Brajcich, Kris Keeler
MSC - Keith Larson, Norm Dittrich, Mark Schneider, Kathlyn Sweet, Jim Lepin, Mike Woods, Kay Crist

Agenda:

1. Lateral Moves In Converting
2. Smoking in Converting
3. L. Hastings
4. Folded Side Converting Crew Schedule Petition
5. Kraft Mill Vacation Restriction During Shutdowns
6. Meal Ticket Restaurants
7. Hot Meal Food Delivery
8. Vacation Donation
9. Weekend Oiler Coverage
10. Job Bid Procedure
11. Authorization Of Disability Memorandum Of Agreement
12. Process Testing Progression Line Revision
13. Hiring Report
14. Job Analysis
15. Call Time For Summer Employees
16. Pension
17. Mill Seniority List
18. Yard Crew Progression Ladder
19. D. Johnson Hours
20. Grievances: 96-13, 14 & 15; 17; 18; 20; 22

1. Lateral Moves In Converting

Kay Crist reviewed current procedure for temporary senior move-ups. Letter of complaint from employee read by Claude. **Kris, Kay** and **Claude** will research this policy and report back. (See 10/14/94 minutes attached) Kay will continue with current policy for move-ups until this issue is resolved.

2. Smoking In Converting

Petition from Converting employees presented, stating smoke negatively impacts their workplace. Smoking and chewing policies need to be revisited by each department. Tobacco chewing policy is posted currently in Converting.

3. L. Hastings

He has completed his probationary period and has requested to leave #3 & #4 PM. He may elect to go back into the Labor Pool.

4. Folded Side Converting Crew Schedule Petition

MSC agrees with petition from napkins, and that if work is curtailed for holidays, the senior operators in the progression ladder by shift will be scheduled to work. A question was asked if one progression ladder could change a policy that had applied to all of Converting. USC said that this is ok with Standing Committee review/approval.

5. Kraft Mill Vacation Restriction During Shutdowns

Mike Woods led discussion and presented documentation around this issue. (See attached). It was agreed that it is possible to allow vacation start dates on days other than day off to day off period. All agreed that management may restrict vacations as necessary.

6. Meal Ticket Restaurants

Agreed to discuss this at next meeting.

7. Hot Meal Food Delivery

List of local restaurants and delivery information was presented. (See handout). Discussion of what a "hot meal" is took place. It was suggested that we look into higher quality frozen dinners that could be kept on-site for a faster alternative to ordering out, and/or when delivery is not available.

8. Vacation Donation

Vacation donation to United Way was approved because of retirement situation. USC wants to be kept informed of vacation donations. Banking of donated vacations is not acceptable to the parties (Union/Management).

9. Weekend Oiler Coverage

Beginning next week oiler coverage on weekends will be eliminated.

10. Job Bid Procedure

Current annual anticipated bid lists will be used until they expire, and after that annual anticipated bid lists will not be used. Jobs will be posted as needed. USC proposed that the six (6) month requirement be waived but that employees be limited to two (2) bids per year. This issue tabled until next meeting.

11. Authorization Of Disability Memorandum Of Agreement

It was agreed that the use of the Memorandum of Agreement-Authorization of Disability will be continued indefinitely. See revision attached.

12. Process Testing Progression Line Revision

MSC proposal was approved by USC (see attached).

13. Hiring Report

8 new hires will be coming into the Labor Pool on December 9. 40 applicants will be tested on December 19. College students will be able to work over the winter break in most departments. 8-9 new hires will start on January 6, 1997.

14. Job Analysis

This will be December 11. Kraft Mill has also requested job analysis.

15. Call Time For Summer Employees

This issue was tabled until a later date.

16. Pension

This item will be placed on the agenda for December 18. Mike Brace, Larry Reandeau, and Joe Hertig will need to attend. This will be scheduled prior to regular meeting.

17. Mill Seniority List

Annual update is needed. **Kathlyn** will provide this. Mill seniority date is to be the first date of orientation. Any same date hires will be rank ordered alphabetically.

8. Yard Crew Progression Ladder

USC approved Tom McGuigan's proposal from October 23 meeting.

19. D. Johnson Hours

Went over maximum by 13 hours.

20. Grievances

96-13, 14 & 15: Resolved.

96-17: Lyle Mathre: Overtime will go on the shift it occurs for day workers.

96-18-Barry Lempea: Filling overtime voluntarily for move-ups on days off to cover for foreman's position would be difficult per Mark. First consideration should be relief foreman on days off. **Mark** will review and report back.

96-20-Carl McElroy: Union withdraws.

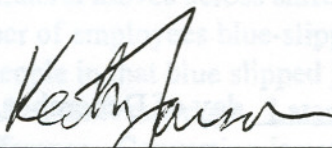
96-22-Kenneth Krotzer: Turn this over to the Insurance Committee. Also J. Danielson's insurance and disability problem has been going on for the last year. Need to find out if paperwork is completed.

Next Meeting:

December 18, 1996 (Third Wednesday); Pension issue at 7:00 AM, followed by the regular meeting from 9:00 AM - 12:00.



Union Standing Committee



Management Standing Committee

December 2, 1996

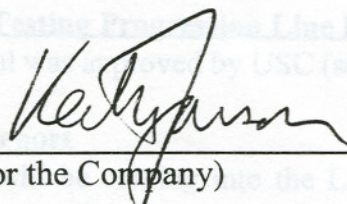
MEMORANDUM OF AGREEMENT
Authorization of Disability

The current labor agreement requires an employee to be "under the care of a physician" before weekly benefits can be authorized.

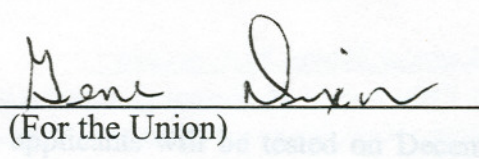
In an effort to facilitate prompt medical treatment of our employees, the Company and Union hereby agree to allow Adult Nurse Practitioner's to disable employees for up to fourteen (14) consecutive days under the provisions of the negotiated Weekly Sickness and Accident "S&A" Program. Disability beyond fourteen (14) consecutive scheduled work days may only be authorized by a physician.

Per our Standing Committee Meeting on November 27, 1996, this change will be continued indefinitely.

Dated this Two day of December, 1996.



(For the Company)



(For the Union)

cc: Local 1097
All Stream Managers
HR Team

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.

REASONS WHY WE NEED TO RESTRICT OPERATIONS VACATIONS DURING MAJOR PULPING DOWNS

Need more manpower to improve accuracy, timeliness, and documentation of equipment isolation and lockout.

Need more manpower to allow for training on non-routine operations in the Kamyr Digester.

Need to avoid excessive overtime which wears people out and increases their risk of error or injury.

Established a Task Team to address issues around Isolation/Lock out, 6 member team consisting of 3 from maintenance and 2/3 from operations. Maintenance; Chuck Godwin, Bob Larrance, Dick Chevron, Operations - Mike will get back to me. Goal is to resolve by September 1997.

Issues/ Concerns

- Coordination of jobs during down from operations perspective. We used to have one person stay on days throughout the entire down to oversee lockout.

- How do we handle jobs that carry-over?

Do we need new sheets/permits

- Paper work not filled out correctly.

How to deal with long jobs.

- Communication problem between operations and maintenance.

Is specific job done

Is job part of sequence job

Is total job done - ready to operate

- Incomplete/inaccurate lock out procedure.

Procedures not being kept up on upgrades to equipment

- Crossing off - NA'ing isolation points too often.

- Using the appropriate procedures for the job?

- Not able to physically lockout everything that needs to be locked out - always

- Not totally following/understanding procedure.

- Are knowledgeable people doing the lockout - also making the procedure

- Not saving isolation sheets

- Last minute lock-boxes - need more thought (i.e. R-8 & sodium chlorate)

Central location for lock-boxes

FORMAL GRIEVANCE

9/11/96

ON 9/13 14 15 I HAVE BEEN SCHEDULED TO WORK DAY SHIFT (COMPRESSED) ON MY DAYS OFF.

I HAVE MADE ARRANGEMENTS WITH BOB TOLBERT TO SWAP SHIFTS WITH ME ON THE 13TH. HIM TO DAYS AND I WILL WORK THE NIGHT SHIFT ON MY DAY OFF. BOB HAS AGREED TO WORK DAYS ON THE 14TH & 15TH, THIS WOULD NORMALLY BE HIS DAYS OFF ALSO.

THIS REQUEST (MUTUAL AGREEMENT) HAS BEEN DENIED BY MIKE WOODS.

BOB AGREED TO WORK THIS TIME SO HE COULD EXPERIENCE MORE TIME ON DEXTER DOWNS & BE INVOLVED IN A LEARNING PROCESS & SHUT DOWN & AID CLEAN. BOB IS ASKING FOR THIS OVERTIME TO FURTHER HIS EXPERIENCE & MAKE A LITTLE EXTRA MONEY.

TO MY UNDERSTANDING, MIKE WOODS ARGUMENT IS "WE MUST ALSO DO OUR BEST TO ALLOCATE THE OVERTIME BURDEN FAIRLY". I AGREE UNDER MOST SITUATIONS, BUT THIS IS NOT ONE.

TO BE FAIR, BOB SHOULD BE ~~ALLOWED~~ TO VOLUNTEER TO WORK IN PLACE OF MYSELF ON THE TWO REQUESTED DAYS, THIS WOULD BE OF GREAT BENEFIT TO BOB & EXTREMELY BENEFICIAL TO THE KRAFT MILL & HELP IN ADDING TO THE WELL BEING OF WAUNA.

THE KRAFT MILL HAS NO TRAINING PROGRAMS FOR START-UPS & SHUT DOWNS & BATCH COOKS, BOB WANTS TO BE INVOLVED IN THE "REAL THING" THIS TIME.

Paul Bennett

cc: R. WASH
NOVA 1097
MI. WOODS

SEE ATTA: SCHEDULE

Non-Routine Assignments During Major Pulping Downs

Bleach Plant Isolation and Cleanup

extra Bleach Assistants for isolation (2)	2 shifts
extra Bleach Assistant for ClO2 tank prep	1 shift

Bleach Plant Deisolation and Startup

extra Bleach Assistant for deisolation	1 shift
extra Bleach Assistant for R-8 startup	1 shift

Digester Isolation and Lockout

designated person for Kamyr lockout	1 shift
extra Pulping Assistant for deisolation	1 shift

Training for Non-Routine Kamyr Operations

blow empty	1 shift
flush and acid clean	1 shift
refill and batch cook	2 shifts

Recaust Operations / Maintenance Coordination

2 man weeks

Isolation & Lockout Coordination

2 man weeks

SFDg Comma
11-27-96

PROPOSED KRAFT MILL VACATION POLICY FOR FALL OUTAGE, 1997

- Operations will shut down on Monday, September 8. The objective will be to have the operating equipment maintenance ready at 7:00 am on Tuesday, September 9.
- No vacations will be approved for the two week period from Monday, September 8 through Sunday, September 21. Only Monday to Monday vacations will be approved for the week beginning September 1. Day off to day off vacations will be granted for those vacation periods which begin after September 21.
- During the period of September 8 through September 21, floating holidays will be approved on a case by case basis. Floating holidays will not be approved during that period if they jeopardize our ability to effectively staff the Kraft Mill during the down or do training on procedures which only occur during the down.

Draft

22 Nov 1996

11/22/96

FOOD DELIVERY TO THE WAUNA MILL

<i>Restaurant</i>	<i>Location</i>	<i>Will Deliver</i>	<i>Hours of Delivery</i>	<i>Minimum Charge</i>	<i>Delivery Charge</i>
Westmart	Westport	Yes	5 a.m. - 10 p.m.	None	None
Logger	Knappa	Yes	6 a.m. - 9 p.m.	None	\$7.50 + 20% tip
Tom & Jerry's	Wauna	No			
Wickiup Inn	Svenson	No			
Bundy's	Clatskanie	No			
Mr. Fultano's Pizza	Clatskanie	Yes	9:30 a.m. - 11 p.m.	\$30	None
Weigant's Sentry	//	Yes	11 a.m. - 9 p.m.	None	None
Conestoga	Clatskanie	Yes	11 a.m. - 1 a.m.	None	\$20
Hump's	Clatskanie	Yes	8 a.m. - 9 p.m.	None	\$20
Rosie's Cafe	Clatskanie	No Response			



JAMES RIVER CORPORATION

WAUNA MILL
Clatskanie, Oregon 97016

TO: PROCESS TESTING DEPT. EMPLOYEES

With consent of Management and the Standing Committee, the 2nd position at the Quality Office has been re-established.

The customer(s) needs warranted this change in order to maintain the Quality Office duties.

There is no change of the amount of personnel in the Progression Ladder. Attached is a copy of the revised Progression Ladder effective as of 12/2/96 @ 7:00 AM.

Sincerely,

Bes M. Savage

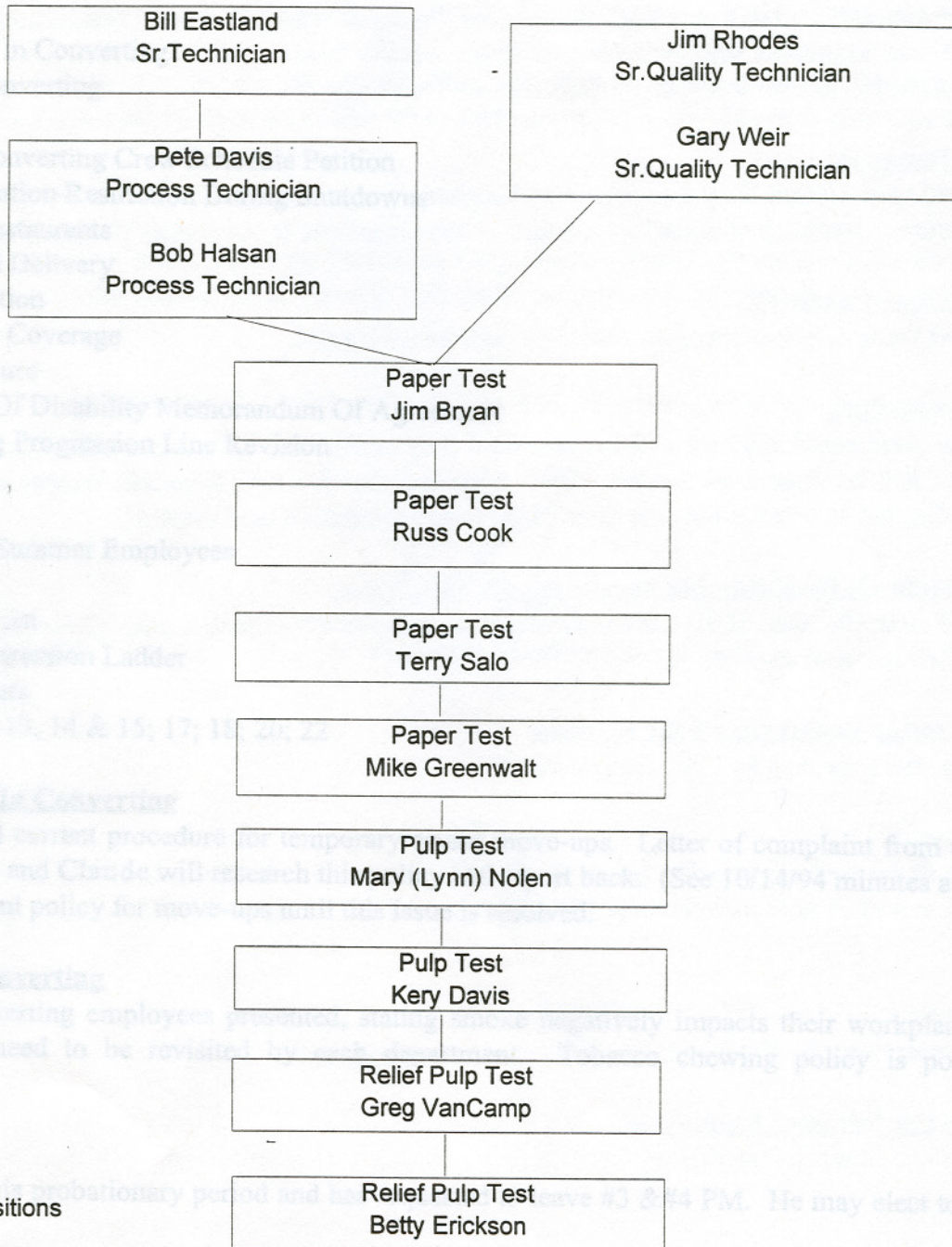
Bes M. Savage
Team Leader

Att: Progression Ladder

CC: A. Grantham - Comm.Bus. Stream Leader
K. Larsen - Human Resources
Standing Committee
U.P.I.U. Local No. 1097
Payroll

**James River Wauna
Process Testing Progression Ladder**

Effective 12/2/96



Total of 13 Positions

M:\Lists\Ladder.xls
11/6/97