

Standing Committee

11/20/90

Those in attendance: Mike Brace, Rick Allen, Dick Davis, Bill Taylor, Larry Reandeau, Gene Dixon, Frank Darling, Carl Lang, Trisha Norvell, Shelley Prouty, and Mike Wendling.

Agenda:

1. Appeal from Discharge
2. Compressed Language
3. Change in Starting Time
4. Freeze Request
5. H/S/M Enrollment/Cost containment
6. Letter of Discussion - Stock Preparation
7. E & I Punch In - Punch Out Policy.
8. Standing Committee - Woodmill Visit

To be discussed at the December Meeting:

1. Maintenance Assigned to M.I.S.
2. Compressed Language Changes
3. Fair Representation
4. Tardy Policy - Converting

Appeal From Discharge

The appeal from discharge of a Kraft Mill employee was discussed. Present at this discussion was Jim Cadd representing the Mill Manager. There was considerable discussion regarding this discharge which is documented in the written response to the appeal. The Company believes the discharge was appropriate.

Compressed Language

The Pulp Dryer Employees have made a request to be allowed to vote on the compressed work schedule independent of the Kraft Mill. Up to this point, only an entire department was allowed to vote. There are concerns that by allowing one progression ladder to vote independent of a department, would give the impression that it would be acceptable to allow any progression ladder to vote separately. Since each progression ladder relationship to the overall department is different, each circumstance would be different in allowing progression ladder voting. In the Pulp Dryer situation, there does not seem to be any reason why they should not be allowed to vote independent of the Kraft Mill. The Standing Committee on an exception basis is agreeable to allow the pulp dryer to vote separately providing there is agreement with the Union Executive Board and mill management.

The Standing Committee also discussed the following clarification to the compressed language that addresses issues on scheduling. This language will be discussed at the next meeting for resolution.

1. In no case shall an employee work more than 1, 4 consecutive nights in an 8 week cycle, for the regular compressed schedule. If this is violated, the provisions of Section XVI, Paragraph B shall apply. This does not apply for filling Relief Supervisor Positions.
2. It is understood that the language in Section XVI, Paragraph B does not apply for the regular compressed schedule since in no situation would the regular scheduled days off change.
3. One hour floating holiday pay for each hour worked within the formally restricted time period, while on the compressed schedule. In no case shall this be more than 12 hours for a restricted period. Employees may elect 12 hours off for 8 hours pay.

Change in Starting Times

Groundwood and the Tissue Machines have requested a change in starting time to 7:00. Unitizer has requested a change in starting time to 7:30 a.m. The Standing Committee is supportive of these time changes providing there are no conflicts or issues with other departments, and approved by management. It is also understood that employees will not punch in more than 20 minutes prior to these starting times.

Freeze Request

Pending approval from the Union Executive Board a converting employee will be allowed to freeze on a bottom rung job due to medical restrictions.

H/S/M Enrollment/Cost Containment

Beginning the first two weeks in December there will be an open enrollment for hourly H/S/M plans. Aetna Comprehensive Plan is no cost to the employee. SelectCare will cost employees \$62.13/month. Kaiser will cost employees \$86.03 per month. These calculations were developed using the prior year plan cost for the comprehensive plan in comparison to the premier costs for the HMO plans.

The importance of a joint H/S/M Cost Containment Committee was discussed. The committee is meeting regularly to discover opportunities to reduce H/S/M cost escalation. This joint committee will need millwide support.

Standing Committee Visit - Woodmill
11/30/99

Letter of Discussion - Stock Prep

The Union Standing committee provided feedback on a Letter of Discussion given to an employee. An employee was talked to regarding a job incident. There have been other incidents in the department with other employees and nothing was said. The employee believes he is being singled out. Others were also involved in the incident and nothing was said to them. The Union does not believe this should have been disciplinary action. The company needs to rectify the mistakes people make not necessarily take disciplinary action.

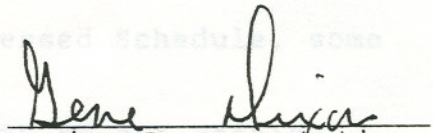
E & I Punch In and Out

The Union expressed concerns regarding a discussion held with an Instrument crew regarding punching out. The crew was talked to as a group to not punch out early. Crew members who do not abuse the punch out time took offense to this discussion.

Standing Committee Woodmill Visit

See attached.


Company Representative


Union Representative

cc: Standing Committee
Department Heads
Wauna Steering Group
Local 1097
Shop Stewards
Jamie Baker
Payroll
Kay Crist

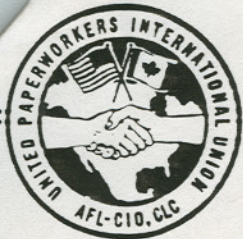
Standing Committee Visit - Woodmill
11/20/90

The following is a summary of observations and comments as a result of the Standing Committee visiting the Woodmill Department on 11/20/90 and talking with employees. The Standing Committee would hope that these items listed that require follow up, would be pursued as appropriate.

- . There was an overall concern that safety work orders are not processed in a timely manner.
- . There is some lack of response on repairing some of the operational equipment in the Woodmill.
- . Communications between Maintenance and Operations seems to be lacking.
- . Traffic in the log area is a concern.
- . There is an opportunity to improve the coordination with Shipping in barge changes.
- . The level of communication with the Groundwood Department could improve.
- . Generally employees are happy with their jobs and working relations.
- . It's a "mixed bag" on the Compressed Schedule, some want it and some don't.
- . The Company missed an opportunity by not getting operators involved in the Peco Crane rebuild.
- . There is a lot of energy by people to become more involved in running the business.
- . Employees feel that the Woodmill does not have equal priority with the rest of the mill.
- . What certification is required for the 60 ton crane?
- . The Rolling Stock is very well maintained.
- . The general tone of employees was positive.

JRCORP:Wauna
File:1304

cc: Carl Lang
Local 1097
Standing Committee
Department Heads
Wauna Steering Group
Glenn Buckner



UNITED PAPERWORKERS INTERNATIONAL UNION

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STOCK PREPARATION

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KARL JOHNSON
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MARK RADICH

PAINT SHOP

DON KRAUSE
GEORGE ROGERS

STOREROOM

LINDA RAYNOR
JEFF STONE

KRAFT MILL

STEVE FREEMAN
CARL McELROY

#1 & #2 PAPER MACHINES

JIM HUGHES
RAY HUGHES

TECHNICAL

RUSS COOK
JUDY MOLSBEE

MAINTENANCE

GENE DIXON
JOHN GORLEY
DARRELD HECK
ROLAND LEE
WAYNE MILLERD
PHIL PEDERSEN
GEORGE PRICE
DICK ROSS
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#3 & #4 PAPER MACHINES

DAN DUVALL
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LARRY REANDEAU
DOUG RUND

UTILITIES

MIKE BRACE
GEORGE YACKLEY

#5 PAPER MACHINE

MAX HEMMERT
STEVE REDDINGTON

WOODMILL

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YARD

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OFFICERS AND TRUSTEES ARE ALSO SHOP STEWARDS

