

Standing Committee Meeting

December 15, 1993

In attendance: Joe Hertig, Gary Tucker, Tim Winn, Trisha Norvell, Randy McEwen, Doug Campbell, John Melink, Gene Dixon, Larry Reandeau, Ken Green, Claude Weaver, Bob Sullivan, Kris Keeler, George Kiepeke and George Brajcich.

ITEMS DISCUSSED:

1. Relief Coverage for Shift Mechanics
2. Insurance for Spouse
3. 401(k) Plan
4. Meal Tickets
5. Hot Meals
6. 16 Hour Work Rule
7. Kraft Mill Staffing for Maintenance Downs
8. Wauna Mill Safety Rules
9. Revoked Freeze/ Pay
10. Kraft Mill Utility Job
11. Complaint C93-09, Yard
12. #5 Paper Machine Costs for Salary Relief
13. Thanksgiving Day Pay
14. Shipping Truck Door Job
15. Last Electrical Job Posting
16. Freeze in Technical Department
17. Wauna Mill Sprinkler Systems
18. Vacation Canceled in Shipping
19. Status of Grievance G-93-30
20. PSM Audit
21. Progression Ladder Changes in Converting on #3, #4, and #5 Winder

1. Relief Coverage For Shift Mechanics

There is currently a great deal of confusion regarding how mechanics should be paid when moving from days on to and off of shift for vacation relief purposes. The USC contends that if a person works the full shift tour for a designated week, that person is a shift person for that week and should be paid appropriate penalties if assigned to work as a day worker

on assigned days off. The Company contends that a person's assignment on Monday determines their shift for that week and their resulting days off.

The Union and CSC agreed that for relief purposes, when a mechanic is scheduled the week prior to work a full shift tour as a relief mechanic, he will be designated as a shift worker. If, as a result of an emergency, a person is assigned to work a full relief mechanic tour after Monday, that person will be considered a day worker for that week and paid appropriately.

On the transition back to days, USC and CSC agreed that it was acceptable, at an employee's request to trade days off i.e. Saturday/Sunday to Thursday/Friday. This trade would have to be mutually acceptable with the mechanic's supervisor and no pay penalties would be incurred. However, if the supervisor requests the change, the company would incur the appropriate pay penalties.

2. Insurance Coverage for a Spouse

USC inquired as to whether the Company had explained this person's insurance coverage to her. The Company committed to having a meeting with the spouse to explain the coverage.

3. 401(k) Plan

The USC stated that they would stay with 1st Interstate Bank. The Company is to check and see if former wage employees who are now salaried can move their prior savings into the Union plan.

4. Meal Tickets

The USC would like to add the following restaurants to the meal ticket list:

Big Creek Restaurant, Izzy's, Neighborhood Cafe, Ship's Inn, and the Berry Patch

They would like to remove the following restaurants to the meal ticket list:

Crown Restaurant, Denny's, and Plimpton Creek

5. Hot Meals

The USC stated that the current request for a hot meal form is very restrictive and does not provide a diverse enough menu. They would like to have other restaurants which deliver meals included on this form. This would include Fultano's Pizza and West Mart Grocery. The USC would like to see the new request form before it is utilized. The Union also maintains that the menu list does not fit the criteria for a "reasonable" meal. The CSC committed to reviewing the list of restaurants and the menus.

6. 16 Hour Rule

The USC wanted to know if the Company had determined whether there were any prior agreements on paying the lunch period for employees who had worked 16 hours.

The CSC responded that there did not appear to be any prior agreements. Payroll confirmed that there have been some inconsistencies on pay. The Company stated that we do not have the resources to do an exhaustive review for the last year. Therefore, the current contract will be followed and all supervisors would be instructed to pay as follows: If an employee takes an unpaid lunch break and subsequently has to stay in the mill for 16 hours, that employee would be paid for 15.5 hours. The USC stated that they would review this response.

The Union stated that they had reviewed the minutes of a 1989 Standing Committee meeting. This meeting established the procedure that after an employee has worked 16 hours in a 24 hour time period, the employee must take at least an 8 hour break from the job. This applies to both wage and salaried workers. USC stated that all departments need to be aware of and follow the correct procedure.

7. Kraft Mill Staffing - September Down

The USC stated that a letter to Kraft Mill employees, dated 9/14/93, regarding staffing during the down was not correct. They pointed out that Operators can be assigned by the department to "work as directed" with maintenance during machine downs. The USC stated that personnel needs should be filled based on seniority and the junior people be sent back to the labor pool if not needed.

The CSC maintains that the correct procedure was followed for this process. During the down, the Kraft Mill reduced the number of Kraft Mill

employees scheduled to remain on shift. The senior Kraft Mill employees were retained on shift; junior Kraft Mill employees were laid off to the Labor Pool and assigned to work with maintenance as Labor Pool employees.

8. Wauna Mill Safety Rules

The USC questioned the changes in the rules which prohibit firearms and alcohol in the parking lot and access roads. The Union Standing Committee feels these rules would be difficult to enforce and that they infringe on people's freedom. They stated that Wauna has a lot of employees who go hunting directly after work and having their guns in their vehicles is a great convenience. They also are aware that there are a number of people who leave for vacation directly after work who may have some alcohol in their vehicles. The Union contends that mill premises has always referred to property inside the gates. They feel that if these rules stay in effect the Company should not overlook or ignore it. The Union Standing Committee asked how the rules would be enforced.

The CSC stated the alcohol and drug portion of the statement has not changed. The USC contends that the reference to no alcohol in the parking lot is new.

The USC agrees that consumption of alcohol or drugs on any part of the Company property should be prohibited. However, the Union maintains that employees should be allowed to keep alcohol in their cars.

The CSC stated that prohibition of firearms and alcohol on company property is a corporate issue and can not be modified. Wauna is required to enforce these rules as written. Parking lots are company property. The Company has no intent to start searches, but maintains that it is a violation of the rules to possess firearms, drugs or alcohol on company property. If informed of a possible violation the Company does have an obligation to investigate.

The USC wanted to know whether the firearm rule applies to a person with a permit to carry a concealed weapon. The Company responded that it does.

The USC believes that these rule infringe on employee rights and the Union may communicate displeasure with them to the James River Headquarters as Local 1097, or pursue other courses of action.

9. Rights of Employee Who Revoked Her Request To Freeze

The USC inquired whether the seniority issue for this employee had been resolved. The CSC responded that the seniority issue had been resolved and that Payroll was finalizing the research on pay.

10. Kraft Mill Employee Request for Grandfather Rights

The USC noted that three employees have been sent back to the Labor Pool from the Kraft Mill. The Kraft Mill must now fill a job vacancy for a day or two the following week with an employee laid off to the Labor Pool.. This may cause these employees to lose an opportunity to work a full week in some other department in the mill. Junior employees blue slipped to the Labor Pool are assigned the full weeks ahead of senior employees who are laid off from their blue slipped job and assigned for a day or more in their own department.

One employee of the three has petitioned the USC to request that the Company allow him to blue slip to the Labor Pool and maintain grandfather rights to the Kraft Mill. This would ensure that mill senior employees would be assigned full weeks ahead of junior employees and ensure that trained employees can go back to the department when a permanent opening occurs. The USC recognizes that this situation could exist millwide and requests the company consider this request for the entire mill. The Union requested that a decision be made prior to posting for jobs in January 1994.

The CSC responded that the Company would review this proposal with department superintendents to better understand the impact it would have on current operations.

The USC, for the record, reminded the CSC that we had agreed to a review of the vacation leveling system after it had been implemented and management and bargaining unit employees had experience with it. The USC requested that the review take place prior to the vacation planning period which will be here within a few months.

11. Yard Complaint

The USC noted the Yard supervisor had initiated a procedure for rotating the operation of Yard equipment amongst the employees in one job

classification. The Union would like the supervisor to recognize past practice and assign equipment to be operated on a seniority basis.

The CSC acknowledged that this decision had been made and that it was an effort to put into place a system for ensuring that all operators are adequately trained on each piece of equipment. The supervisor has developed a plan to rotate operators so that the operators stay familiar with the equipment. Each operator currently receives the same rate of pay and their pay rate is established on their ability to operate all equipment.

The Union stated that this plan should have been presented to Standing Committee first because it is a change in progression ladders. The USC agreed that a change in job duties provides good training, but their position is that constant rotation is a change in progression. They pointed out that people who operate a piece of equipment over a period of time develop ownership of that equipment and maintain it very well; rotating operation of the equipment could have a negative impact on equipment operability.

The Company Standing Committee stated that all of the operating crew are in the same classification and that seniority rights based upon equipment is not appropriate i.e. the senior person gets to drive the new truck, etc. It is expected that all employees in the job classification are expected to operate any and all equipment without regard to seniority being attached to any piece of equipment.

The Union acknowledged that it is within the rights of the supervisor to direct work, but they contend this is a violation of a past practice. They also contend that the yard crew supervisor should have come to the Standing Committee first. The USC maintains that past practice is as binding as the contract and any change in that practice should have come to the Committee.

12. #5 PM

At the last meeting the USC requested that the CSC review the costs incurred by filling the supervisor's job on #1, #2, and #5 P.M. with relief supervisors from #5 P.M. The USC said they were concerned that the added costs in wages will reflect negatively on the wage cost per case of product.

The Company will research this question and respond to this concern as soon as possible. The supervisory position has been filled.

13. Thanksgiving Day Pay

The USC noted that there has been some confusion about Thanksgiving Day pay adjustments when the employees were not paid properly. They stated that the same thing happened on the 4th of July. The adjustments should be at no penalty to the employee or the company. Reference should be made to the July Standing Committee minutes.

The Company acknowledged that employees were paid incorrectly because the computer was not programmed for Holiday Pay. All adjustments have been made.

14. Shipping and Truck Door Position

The USC has been made aware of some changes in truck loading practices in Shipping; the contract truck drivers are being paid additional wages for blocking and strapping loads in trucks. The USC believes that this is bargaining unit work and should be done by James River employees.

The Company will look into this situation.

15. Electrical Job Postings

The Union had requested that the last two jobs in the Electrical Department be re-posted. That has not happened. They withdrew their request to re-post the job filled prior to this last opening.

The E&I Superintendent has stated that all electricians were aware of the opening for the position the grievant asked to be re-posted. He maintains that the grievant knew of the opening and the grievant did not communicate a need for more time to make a decision. Jim Lepin believes there is value in modifying the notification process. However, in this case all potential candidates were aware of the opening before it was filled; therefore there is no need to re-post.

The Union maintains its position that the procedure in the Electrical Department was not correct and they have documented a few examples where qualified individuals were not aware of openings. The Union will pursue the grievance to request that the job be reposted and given to the senior electrician who bids.

The Company responded that originally this person was scheduled to go back to the labor pool. He requested to take vacation instead of going

The Company maintains its position that the desired settlement by the union is not acceptable to the Company -- the grievant knew of the opening and did not bid for it.

The Union is grieving the process and requests that the Electrical Department follow the same process as is used to fill Shift Millwright positions. They will refer the grievance to the Third Step.

The Company responded that Jim Lepin agrees that future postings will be processed in a manner similar to that of the shift millwright vacancies. However, the openings which have been filled will not be re-posted. The Company communicated a concern with adjusting the circumstances of the grievance after it has been filed.

The Union responded that the Union has taken over the grievance for Grievant.

16. Technical Department Freeze Request

The Union Standing Committee confirmed that the Request to Freeze had been approved by the Union. The form was signed and will be placed in the employee's personnel file.

17. Wauna Mill Sprinkler Systems

The USC reported that during the outage on #2 Paper Machine, some work was done which required shutting down the sprinkler system on both #1 and #2 P.M. The sprinklers were shut off by the Outside Operator at the request of the James River project manager and paper machine supervision. The Fire Department employees requested that information be communicated that confirms there are defined procedures to be followed whenever it is necessary to shut off a sprinkler system; back-up systems must be made available and the insurance company must be notified. In the future if any work has to be done on a sprinkler system, the appropriate Fire Department employees are to be notified.

18. Vacation Canceled in Shipping

The USC noted that a Shipping department employee who was on vacation was called and asked if he would like to cancel his vacation and come back to work. This was not an emergency situation.

The Company responded that originally this person was scheduled to go back to the labor pool. He requested to take vacation instead of going

back into the Labor Pool. On that Monday, the first day of his vacation, an employee who had been off work returned to work on Monday, but was still unfit for duty. When this person was sent home, the supervisor called the employee on vacation to inform him of the situation and gave him the option of canceling his vacation and coming back to work. The employee wanted to cancel his vacation because the sole reason he initially requested to be on vacation was because he thought he would be assigned to the Labor Pool -- his vacation was then canceled for the rest of the week in question.

The Union stated its position that the Company should not call anybody who is on vacation to cancel a vacation. They stated that doing so incurred penalties and the person should be given another day of vacation.

The Company acknowledged the error and stated that the appropriate penalties would be paid for the work on Monday and give back a vacation day. The Company will communicate to department supervision, our commitment not to contact employees who are on vacation to offer them an opportunity to work.

The Union accepted that settlement.

19. Status of Complaint 93-30

The Company noted that the time limit had been extended on this grievance and requested information on the status of the complaint.

The Union responded that it was unable to respond because George Brajcich was no longer at the Standing Committee meeting and he has the pertinent information.

20. Process Safety Management Audit

The company notified the Union that an internal process safety management audit will take place in January, conducted by the corporate Safety Director. The audit will be conducted the week of January 17, 1994. A part of the audit involves interviews with wage employees regarding process safety matters. They will be here for four days.

The Union expressed appreciation for the notice. The Union also made note of the fact that Union Standing Committee members did not get an official copy of the Total Quality effort audit conducted last summer. Joe Hertig will ensure that members are provided copies.

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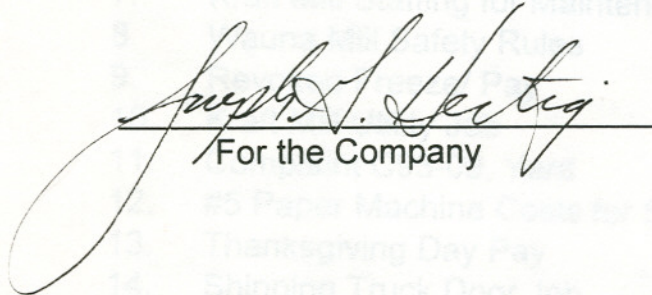
21. #3, #4, and #5 Toilet Tissue Complex

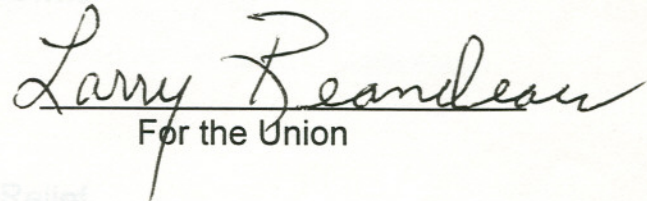
The Union was notified by Tim Winn that the Company intends to change the progression ladder in this area; a rung will be added to the ladder but no more people will be added. A Head Adjustor will be added to the ladder to assume the responsibility of team leader rather than rotate it. The complex will be organized in the same way as #7 & 8 TT. The changes will be made in January and all positions changed will be analyzed.

ITEMS DISCUSSED:

CHANGE IN UNION AND COMPANY STANDING COMMITTEE MEMBERSHIP:

USC and CSC would like to thank Larry Reandeau, George Kiepeke, John Melink and Randy McEwen, for their service to the Standing Committee


For the Company


For the Union