

STANDING COMMITTEE MEETING MINUTES

December 16, 1998

Present:

USC – George Brajcich, Gene Dixon, Larry Reandeau, Claude Weaver, Bill Taylor, Kris Keeler, Stuart Potter, Dan Duvall, Roland Lee

MSC – Keith Larson, Joe Hertig, Tom McGuigan, Mark Schneider, Dan Hickey, Charly Warren, Wayne Mason, Tim Winn

Agenda:

1. Grievances: 98-02, 98-25, 98-27, 98-28, 98-30, 98-37, 98-39, 98-41, 98-43, 98-44.
2. Safety Training
3. Meal Ticket Restaurants
4. Mill Seniority Lists
5. Utilities Job Elimination
6. Coremakers Reductions and Scheduling/Pay
7. Issues Regarding Chip Testers Transfers to Wood Processing
8. Pulp Dryer Smoking Areas Revision
9. Carryover of Personal Floating Holidays (5)
10. Violence in the Workplace - Seminar Follow-up
11. Joint Standing Committee and Wauna Council Meeting Days
12. Vacation Freeze During '99 Mill Outage May 2 - 12, 1999
13. New Employees 401(k) Plan Participation
14. Final 1998 Payroll
15. Union 401(k)

1. Grievances:

98-02, 98-27 & 98-30: C. Slagle - RE: S&A Benefits, Work & Seniority

- **J. Hertig** and **G. Dixon** continue to work on '98 vs. '99 fiscal year issues. **G. Dixon** to call **C. Slagle**.

98-25 D. Duvall & 98-28 M. Croy: Vacation Allotments

- Meeting scheduled for 2:30 p.m. on this date.

98-37: D. Casper – Written Reprimand

- Waiting determination on Workman's Compensation claim.

98-39: D. Hall – C.T. for being called at home for information on an injury.

- Issues around importance of call to home. The incident turned into a recordable injury. The phone call was made to clarify details around the incident.
- **One Outcome:** Make incident reporting more consistent, i.e. asking the same questions. Emphasis on getting enough information on the incident form. (**K. Larson** to follow-up.)
- **Resolution:** MSC agreed to settle for a 2-hour call time.

98-41: L. Raynor – S&A Benefits

- Need to publicize to employees that certain caregivers (i.e. Naturopaths, Chiropractors, etc.) are not qualified to disable employees for S&A purposes. This information should also be published in the "Wauna Know" or weekly newsletter.
- **Resolution:** 3/7 pay of one week S&A benefits.
- **MSC** - Agreed to authorize.

98-43: D. Johnson - Written Reprimand

- **USC** - Talked with the individual. He would like the opportunity to formally apologize. **USC** then recommends that letter of discussion be removed from his file.
- **USC** - Future recommendation to employees with feedback to management, process the letter through union representation.
- **MSC** - Will arrange meeting with individual.

98-44: B. Vanderpool -

- Hold timely for more information gathering.

2. Safety Training

- **MSC (Charly Warren)** - The purpose of retraining of employees who experience repeat accidents on the job is not to discipline, but to try to help the employee succeed. The safety "retraining" schedule should be communicated to individuals, and be consistent from one employee to another. The program should be upgraded as necessary.

3. Meal Ticket Restaurants

- The nominations for meal ticket restaurants have been finalized. Henri's Restaurant in Longview and the Labor Temple in Astoria will be deleted. The Conestoga and Humps in Clatskanie will be combined. The Woodson County Grill, The Big Creek Restaurant in Knappa, and The Wet Dog Café in Astoria will be sent contracts and, if signed, will be added.

4. Mill Seniority Lists

- **MSC** gave **USC** current seniority list dated 12/08/98 for their review.

5. Utilities Job Elimination

- **MSC (Wayne Mason)** - Will not fill Day Utility Services job. Duties to be passed on to Outside Operator.
- Scheduling has been carried out by Day Operator, but could be done by management personnel.

6. Coremakers Reductions and Scheduling/Pay

- Feedback to Tim Winn for finalization of crew reduction and scheduling/relief issues.

7. Issues Regarding Chip Testers Transfers to Wood Processing

- **MSC** requested a meeting with appropriate **JSC** members to discuss issues and path forward. **USC** gave **MSC** an employee petition.

8. Pulp Dryer Smoking Areas Revision

- Revised (prohibited) smoking areas announced and will be communicated to the employees.

9. Carryover of Personal Floating Holidays (5)

- Management will discuss and will report back prior to April 15th.

10. Violence in the Workplace - Seminar Follow-up

- Tabled.

11. Joint Standing Committee and Wauna Council Meeting Days

- The new USC chairperson will be announced at the January meeting.
- Proposal for new meeting dates for the Wauna Council and the Joint Standing Committee. JSC would be moved from the third Wednesday to the third Tuesday of the month. Wauna Council would move from the third Thursday of the month to the third Wednesday of the month. Schedulers meeting would move to the third Wednesday to follow Wauna Council meeting.
- USC to review on January 6th.

12. Vacation Freeze During '99 Mill Outage May 2 - 12, 1999

- MSC - Purpose of this notice is to assist in vacation planning. Management does not intend to change the down schedule.
- USC - Every year management freezes vacation for two weeks during the outage, then changes the down schedule.

13. New Employees 401(k) Plan Participation

- MSC handed out 1/1/99 Corporate memo to new hourly employees covered by a Collective Bargaining Agreement, see attached.

14. Final 1998 Payroll

- MSC handed out Payroll notice for pay check input deadlines and distribution.

15. Union 401(k)

- MSC needs Union status as soon as practical.

Next Meeting: Wednesday, January 20, 1999

for the Union	Date	for Management	Date