

Standing Committee Meeting Minutes
December 20, 1995

In Attendance: Gene Dixon, Claude Weaver, Billy Taylor, Bob Sullivan, Dan Duvall, Kris Keeler, Jim Lepin, Bob Fehlen, Scott Solberg, and Keith Larson.

Agenda:

Items Discussed -

1. **Groundwood Mill Holiday Scheduling**
2. **10/18/95 Minutes Clarification**
3. **Job Analysis**
4. **Meal Tickets**
5. **Maintenance Vacation Quotas**
6. **Student Mentor Program**
7. **Scheduling Relief Supervisor**
8. **Holiday Schedules**
9. **Scheduling**
10. **Kraft Mill Day Utility Posting**
11. **Quality Analysts (Lab) Schedule**
12. **Converting Call-in Procedure**
13. **Quikstock Adjustors Duties**
14. **Consumer Operator Manning Changes**
15. **New Equipment Designations**
16. **#1 & #2 Tissue Machine Vacation Scheduling**
17. **Paper Mill Scheduling of "Extras"**
18. **Grievances (95-25, 27, 28, 29, 30 & 31, 32, 33, and 34)**

1. Groundwood Mill Holiday Scheduling: (Also present for this discussion was Doug Campbell and Cecil Abbott) Department policy states 2nd and 3rd day off. New contract states that employee finds their own coverage, but must follow department guidelines. USC concurs that the way the schedule is made up is probably okay. We do not want to lose sight of this. Employee asked person not in classification to cover. Person in class is available, so that person will be scheduled. USC - employees should check with supervisor before finding coverage to get proper direction regarding department guidelines.

2. Clarification of October 18, Standing Committee Minutes: Item #18 - Does not change the contractual way that vacations are allotted. If a day-off to day-off vacation is granted, that is what is expected.

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3. Job Analysis: Supervision needs to be more timely in getting job descriptions submitted for analysis. Steps: Employee notifies Union of request for job analysis. Union notifies Human Resources of request. Employee gets job description form and completes it (with assistance from Supervisor). Form goes to Supervisor. Supervisor submits the job description to Human Resources to be analyzed at the next Job Analysis Meeting.

4. Meal Tickets: Parties agreed to \$7.75 for term of contract in lieu of cash payments. The current process will not change. There will be no change in value and no need for a survey until 1999 prior to our next negotiations. Keith Larson to authorize to Payroll effective today, 12/20/95. (See attached memo)

5. Maintenance Vacation Quota: Number revised down and to more closely reflect number in maintenance effective June 1, 1996.

6. Student Mentor Program (Maintenance): CSC - Mentor Program will be managed as in the past. USC states that students will not be replacing anyone.

7. Scheduling Relief Supervisors (Maintenance): USC will take proposed changes (3-4 days) under consideration.

8. Holiday Schedules: Converting will be down from 7:00 a.m. December 24th to 7:00 a.m. on December 26th. #3 will run and #4 will be down. Unitizing will also be down.

9. Job Postings:

Napkin Posting: Anybody can bid, including new hires. If no takers, or not enough takers (11 openings), management will go to the bottom and assign junior people. If new hires get bids, the 60 days will run concurrent with 60 day probationary period (if they are still in their probationary period).

10. Kraft Day Utility: (also present was R. McClintock) Job is in progression ladder. We will use previous job posting (Annual). Hours have stayed the same. 5 - 8 hour days.

11. Lab Schedule: Employees want a 4 - 10 hour day schedule. It will go to Steering Group. 1 employee does not want to do that. The employee will not have to. It won't affect the lab to have 2 people on 10 hr. days and one on an 8 hr. day.

Agreed that we will need to examine each proposal on a case-by-case basis.

12. Converting Call-in Procedures: Involve Shop Stewards in Converting.

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13. Quikstock Adjustors: Roll Buck position: Management will review with Shop Stewards. Position of Roll Buck may be re-instated but not on a continual basis (according to machine manning). Until changes are made, things stay as they are. To be discussed at January Shop Stewards meeting. USC suggested scratching "move back down" because you've never moved-up.

14. Consumer Operator Changes: CSC - This was meant to be a fact finding issue, not a proposal. USC - The proper people are not being involved.

15. Consumer Operator Manning Changes: How is new equipment designated? Main Floor, Annex, Consumer? Scott Solberg will research.

16. Tissue Machine Scheduling (Vacation Coverage): Standing Committee authorized implementation of revised scheduling plan. Employee will be in higher class for 12 days of vacation coverage. (It was approved by majority vote)

17. Special Assignment (Scheduling Extras): USC needs to work on what designates special assignment. What is out of bargaining unit? What is out of bargaining unit? When can they go back to their jobs (someone doesn't show up, etc.)?

18. Grievances:

95-25: USC will accept 4 hours call time settlement if Management reemphasizes its commitment make a reasonable effort to give first priority to overtime call-ins to area crews.

95-27: Needs to be added to SAC agenda. Keith Larson will advise Bill Harrah.

95-28: What constitutes curtailment? Sub-committee will meet to clarify.

95-29: To be paid. Al Grantham and Joe Lopatynski will provide Keith Larson and Payroll with hours.

95-30 & 31: More investigation needed. Will stay active until resolution.

95-32: Gene Dixon and Keith Larson to follow up with Beth Colby regarding withholding requirements.

95-33: Special assignment (out of bargaining unit) - doing bargaining unit work. USC will not hold Company responsible. Education is needed for both Shop Stewards and management.

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95-34: CSC - No documentation or evidence has been provided by the grievant as requested at a fact finding meeting on 8/23/95. This grievance is no longer timely and the issue is considered resolved per the responses and pathforward established at that meeting.

Next Meeting: Wednesday, January 17, 1996.



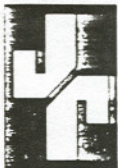
Management Standing Committee Rep.



Union Standing Committee Rep.

JRCORP:Wauna

to



JAMES RIVER CORPORATION

Intra-Company Memo

To Beth Colby - Payroll

Date December 20, 1995

From Keith Larson

Reference

Subject Meal Tickets -
Change of Value

Effective today, December 20, 1995, you are authorized to compensate employees a cash payment of \$7.75 (formerly \$7.25) per the provisions of Section 26 of the Labor Agreement.

This rate will remain in effect throughout the term of the Labor Agreement. We will not change our process or method of payment from the current practice.

A handwritten signature in black ink, appearing to read 'Keith B. Larson'.

Keith B. Larson

JRCORP:Wauna

KBL/to

cc: Mike Huff - MIS

Clockroom

WSG

Joe Hertig

Standing Committee