

given the impression that this policy was developed and approved by the Standing Committee. There are also employees who have been given the impression that if a person is tardy on four occasions they will be terminated. The meeting will review this policy with converting supervisors and intent of the policy. It was stated that the policy was not developed or reviewed by the Standing Committee.

Standing Committee Minutes  
December 18, 1990

Storeroom Call-ins

There has been a practice to use shipping employees to Those in attendance: Linda Raynor, Bill Taylor, Larry Reandeau, Dave Viera, Gene Dixon, Jim Crowson, Frank Darling, Shelley Prouty, Carl Lang and Mike Wendling.

Items Discussed;

1. Scheduling in Converting.
2. Tardy Policy in Converting.
3. Storeroom Call-ins.
4. Compressed Language.
5. Meal Tickets.
6. Fair Representation.
7. Converting C Crew reviews.
8. Instrument Mechanics assigned to M.I.S.
9. Standing Committee walk through Woodmill.
10. II Step Grievances.
11. Utilities self managed crews.
12. Pulp Dryer Compressed vote.
13. Christmas down.
14. Maintenance helper selection.

Scheduling Meetings in Converting

The Converting Department has requested that employees who are attending planned scheduled meetings notify the Department in advance in order to facilitate the scheduling of employees. The purpose of the advanced notification was discussed, since there was a concern regarding an employee who was not scheduled to attend a meeting when this advanced notice was not given. After discussing, there does not seem to be any need for changes in this procedure.

Tardy Policy in Converting

Jim Crowson had published the Converting Tardy Policy dated 10/90. Some of the Department employees have been

initially reviewed with this committee. The process was not followed as communicated and has created some confusion.

#### Instrument Mechanics assigned to M.I.S.

The Union Standing Committee notified the Company that Instrument Mechanics who do electrical work, must be licensed to do so under the State of Oregon.

#### Standing Committee Walk Through

We discussed the Woodmill walk through comments, which generated issues around the walk through process. The Committee agreed that the process would be enhanced by;

1. When comments are made that affect other departments, we will review the comments with the affected department prior to publication.
2. Comments will not be filtered.
3. Affected departments may add additional comments.

We will continue the walk throughs in January.

#### II Step Grievances

90-14 letter of discussion in Stock Prep. was resolved by the department.

90-16 scheduling overtime in Shipping was withdrawn.

90-19 sexual harassment policy was not discussed.

#### Utilities Self Managed Crews

Vaughn Martin has held meetings with his crews discussing the potential to move towards a self managed crew concept. Vaughn reviewed with the Standing Committee the attached concepts.

#### Pulp Dryer Compressed Vote

The Kraft Mill department is not supportive of allowing the Pulp Dryer to vote on the compressed shift schedule independent of the entire department.

#### Christmas Down

Employees who are working in departments that are effected by the curtailment may elect to take vacation, time off without pay, or work at their blue slipped rate or the job they are scheduled, which ever is higher.

Due to the cold weather, we may need to work additional employees who would otherwise be scheduled off for the holiday.

Maintenance Helper Selection

The Union Standing Committee does not support the practice of not interviewing employees who had previously been interviewed for a helper job, not selected and then bid again. Employees should have the opportunity to be interviewed each time they bid.

Mike Wendling  
Company Representative

Linda L. Raynor  
Union Representative

cc Standing Committee  
W.S.G.  
Department Heads  
Shop Stewards  
Local 1097  
Kay Crist  
Jamie Baker  
Payroll

## • VISION •

TO HAVE A SELF MANAGED OPERATING CREW  
OPERATING THE STEAM AND RECOVERY DEPT.  
WHERE MANAGEMENT IS A RESOURCE TO ASSIST  
THE CREW IN MEETING THEIR GOALS

### WHY ?

1. OUR PEOPLE REPRESENT AN UNDER-UTILIZED RESOURCE. WE HAVENT REALIZED THEIR FULL POTENTIAL.
2. POTENTIAL OF MAKING JOBS MORE REWARDING AND SATISFYING.
3. INCREASED OPPORTUNITY FOR ONGOING DEVELOPMENT OF THE PEOPLE WE HAVE.
4. OVERALL BENEFITS FOR THE PEOPLE AND THE COMPANY.
5. MILL PROFITABILITY IS DECLINING.
6. COMPETITION CATCHING UP (AND PASSING) US IN PERFORMANCE.
7. CHANGE IN THE WAY WE DO THINGS IS INEVITABLE. LETS TAKE THE OPPORTUNITY TO DESIGN THE CHANGE TO OUR LIKING.

# • PRINCIPLES •

1. WE WILL TREAT PEOPLE WITH HONESTY AND INTEGRITY. EXTRAORDINARY EMPHASIS WILL BE GIVEN TO CREATING AN ATMOSPHERE OF OPENNESS AND TRUST
2. WE WILL ABIDE BY THE TERMS OF THE LABOR AGREEMENT
3. WE WILL INVOLVE ALL DEPARTMENT EMPLOYEES IN INFLUENCING DECISIONS REGARDING CHANGE
4. WE RECOGNIZE CONFLICT AND DIVERSITY AS AN ASSET; WE SEEK IT OUT AND LISTEN TO IT UNTIL UNDERSTOOD. WE ENCOURAGE EMPLOYEES TO CHALLENGE IDEAS
5. WE WILL WORK COOPERATIVELY WITH THE UNION TO RESOLVE DIFFERENCES
6. MANAGEMENT WILL ESTABLISH GUIDELINES FOR EMPLOYEE INVOLVEMENT. GUIDELINES ARE SUBJECT TO REVISIONS OR CHANGE OVER TIME AS APPROPRIATE, THROUGH DISCUSSIONS WITH ALL INVOLVED PARTICIPANTS

- 7 WE WILL WORK TO IMPROVE THE COMPANY PROFITS AND THE EMPLOYEES' FINANCIAL GAINS**
- 8 WE WILL PROVIDE TRAINING AND DEVELOPMENT TO INCREASE EMPLOYEES' CAPABILITY TO HANDLE NEW RESPONSIBILITIES AND MAKE JOBS MORE REWARDING AND SATISFYING**
- 9 EMPLOYMENT FOR ALL EMPLOYEES IS SECURE, THOUGH THEIR JOB FUNCTIONS MAY CHANGE**
- 10. NO ONE WILL LOSE FINANCIALLY BECAUSE OF THE CHANGES THAT MAY OCCUR**

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