



**JAMES RIVER CORPORATION**

WAUNA MILL

Clatskanie, Oregon 97016

(503) 455-2221

February 25, 1991

LETTER OF AGREEMENT

The Utilities Department Secondary Treatment Plant hourly employees and supervision agreed on the following procedure to cover Day Operator vacations:

Such coverage will be made by moving the Outside Operator up on day shift for 8 hours. He will be paid at the non-compressed Day Operator rate. The Outside Operator who moves up will return to the Outside Operator job for the last 4 hours of the shift and will be paid 4 hours Outside Operator compressed rate. The Relief Outside Operator will cover the Outside Operator for the first 8 hours.

The Relief Outside Operator will be scheduled as Outside Operator for 8 hours at the non-compressed rate Monday to Friday to cover the vacation.

*Linda L. Raynor*  
Union Representative

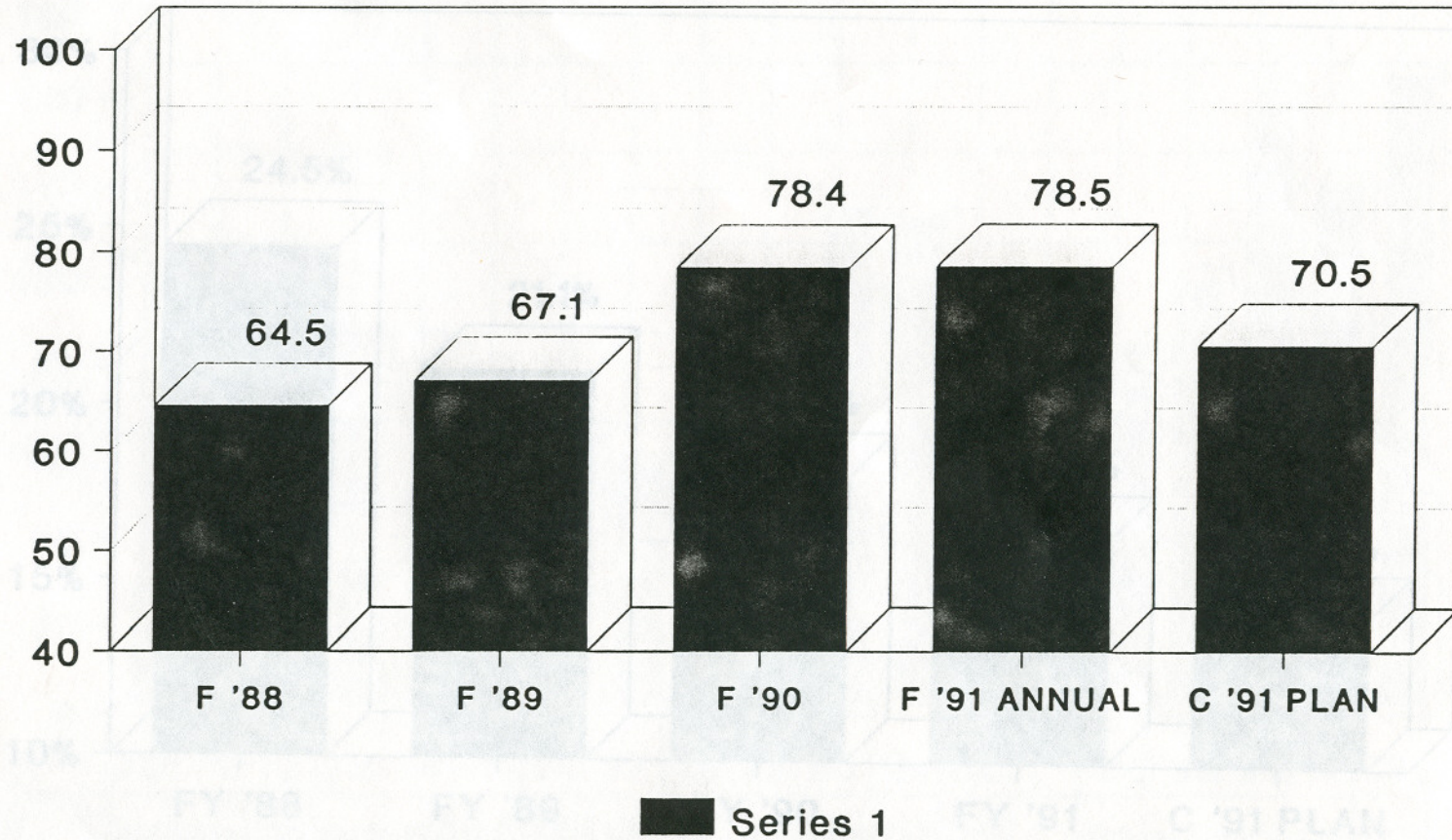
*Mike Wendling*  
Company Representative

cc: Local 1097  
Utilities Dept.



# James River - Wauna Mill

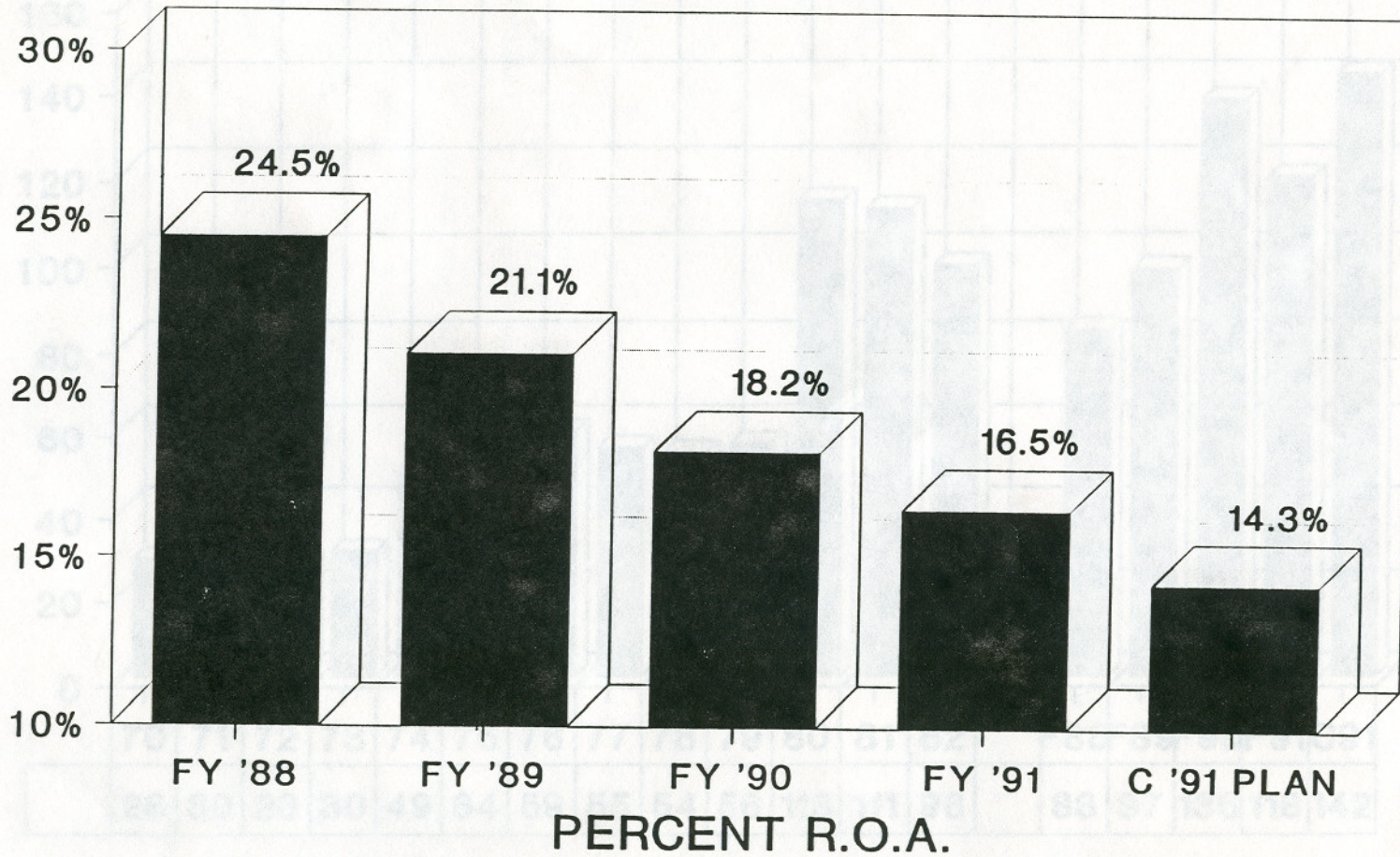
## Pretax Earnings Trend





# Wauna Mill

## Return on Assets Trend

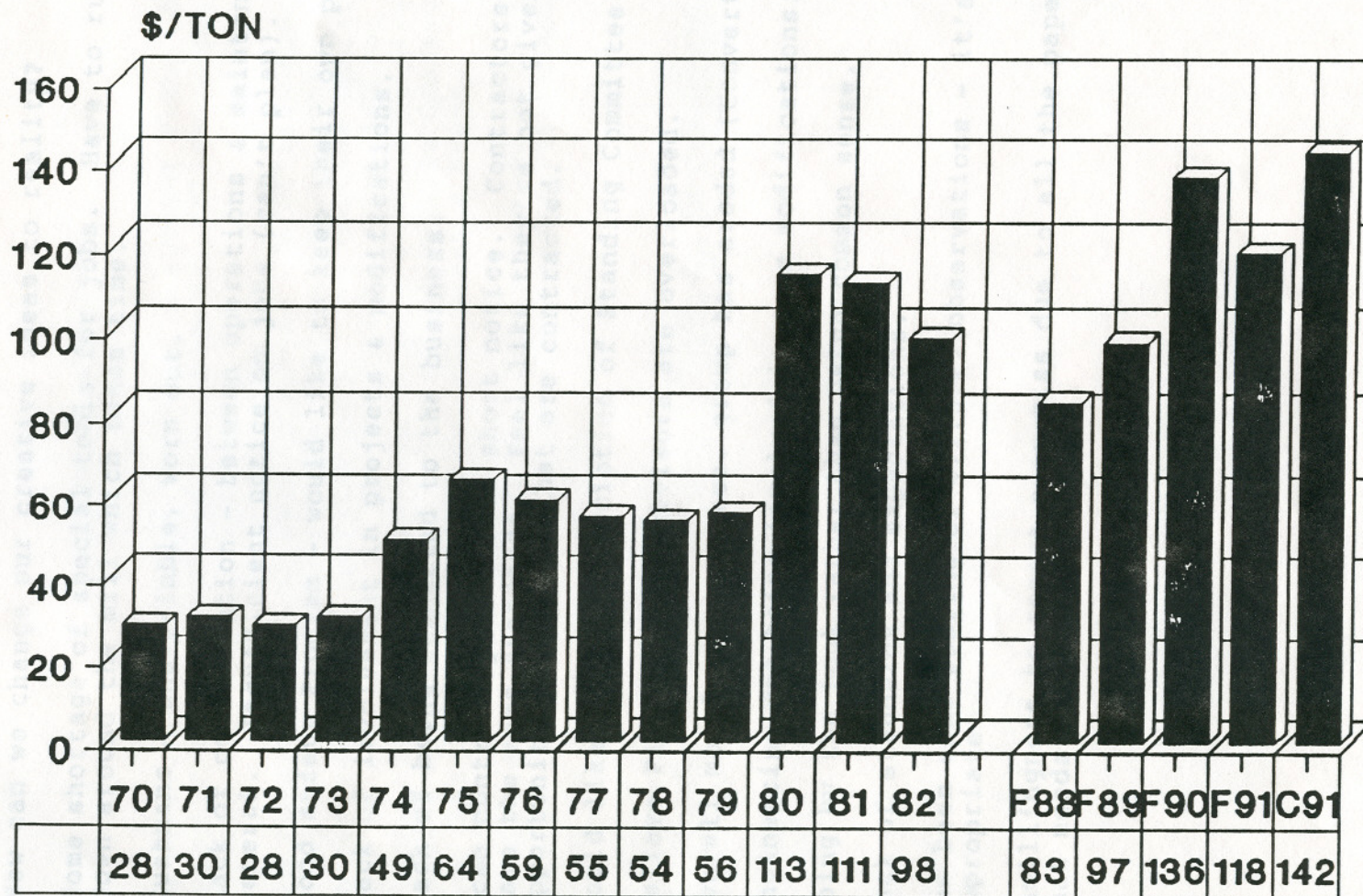


21% INCREASE ON FY '90 TONS



# James River - Wauna Mill

## Wood Cost/Pulp Ton



**\$16 MM INCREASE ON F'90 TONS**



Towel & Tissue Mtce. Walkthrough Comments

- How can we change our creative ideas to reality?
- Some shortage of special tools for jobs. Have to run them down around the mill which takes time.
- Cushmans - unavailable, worn out.
- Lack of communication - between operations & maintenance in general. Insufficient notice on jobs (can't plan).
- Good safety Program - would like to keep their own program.
- Lack of involvement in projects & modifications.
- Lack of being connected to the business.
- Some contract jobs are on short notice. Contractors don't have the same standards. Feel like they're not given an opportunity to do jobs that are contracted.
- Would like written description of Standing Committee.
- Believe First Line Supervisors are overloaded.
- Overall morale in T&T Mtce. group has eroded (Converting).
- Engineering not being involved in some modifications.
- Going by the book rather than using common sense.
- Lack of standards and expectations.
- Has been some posting of S.T.O.P. observations - it's not appropriate.
- Unwillingness to report near miss due to all the paper work that needs to be filled out.