

JOINT STANDING COMMITTEE MEETING MINUTES

March 22, 2001

Present:

USC – Dan Duvall, Mike Bouse, Rick Erickson, George Brajcich, Claude Weaver

MSC – Keith Larson, Joe Hertig, Scott Beckstrom, Will Laport

SCRIBE - Jeremy Burnett

Agenda:

1. Grievances: 01-08, 01-09, 01-10, 01-11
2. 1st Step Grievance
3. #3 P.M./Groundwood Rate of Pay
4. Box Facial Wage Rate Retention
5. Converting Entry Level/Laborer Rate
6. V.P.P.
7. Insurance (Anesthesiologists)
8. S.A.C. – 6 Member Memo
9. Schedule E - Retirement
10. Progression Ladders - #5 P.M.
11. Seniority Lists & Progression Ladders
12. Tug Captain – Tug Mate O.T. Lists
13. Converting Ground Rules Proposal
14. A5 to A2
15. PECO Restrooms and Potable Water
16. Tobacco Committee/Tina Hutton
17. Asbestos Surveillance Physicals

1. Grievances:

01-08: S&A Pay

- USC – Agrees that the contract language requires an employee who gets sick on holidays, weekends or any other time must see a doctor and be under their care before disability benefits can begin. Grievance resolved with publication of this information.

01-09: Disciplinary Action

- USC – We need more information.
- MSC – This was a letter of discussion.
- USC – Were there any tardies after the first discussion?
- MSC – Will get the information.

01-10: Management Representatives Doing Operator Work

- USC – This is not the first instance. We can accept the answer, but want to prevent this in the future.
- MSC – Will discuss with people involved to prevent future recurrences.
- USC – Grievance resolved.

01-11: Discipline

- USC – This policy isn't well known throughout the mill.
- MSC – There are signs posted for proper PPE throughout the mill. There are signs at the guard shack about vendor/visitor requirements.
- USC – Requests that the Visitor Policy be published in the mill newsletter.
- USC – Grievance resolved.

2. 1st Step Grievance

- MSC – If we call an employee and we are informed that they are on a Floating Holiday and we decide to still bring the employee in, another Floating Holiday will be granted. If an employee comes in without notifying us they are on a Floating Holiday they will not be granted an additional Floating Holiday.

3. #3 P.M./Groundwood Rate of Pay/Other

- USC – Submitted documents on rate of pay and grandfather rights.
- MSC – We'll get the letter ready with the rates and make changes if necessary.
- USC – When will the grandfather letters be issued giving the displaced employees the opportunity to go back to their departments? If they turn down their grandfather rights how long will the retained rate be applicable?
- MSC – Submitted a draft of Groundwood Business Grandfather Rights.
- USC – Does not agree with rates of pay. We will take rate issue through the grievance process.
- MSC – S. Beckstrom will check into August vacation policies. If an employee declines, the retained rate will be in effect until they would have been called over to the job. Will try to get the grandfather letter out next week.

4. Box Facial Wage Retention

- USC – Requests job rate retention for people displaced due to curtailments.
- MSC – Normal business based on seniority. Language doesn't apply to this.
- USC – Will get more information.

5. Converting Entry Level/Laborer Rate

- MSC – Looking at a Converting Utility Pool. Will continue to explore different possibilities.

6. V.P.P.

- USC – There isn't a good understanding of the V.P.P. process with the employees. We need to educate everyone.
- MSC – What is the timing?
- USC – We need to get all four shifts the information before taking it to a vote.

7. Insurance (Anesthesiologists)

- MSC – Longview still hasn't signed up. Insurance company paying 80%. Will keep working on this issue.

Note: Subsequent to this meeting we learned that Longview Anesthesiologists did sign an agreement retroactive to 2/1/01.

8. SAC – 6 Member Memo

- USC – Signed off on the memo. (See attached.)

9. Schedule E - Retirement

- MSC – J. Hertig still working on the issue. *(Received and submitted to the Union.)*

10. Progression Ladders #5 P.M.

- USC – Is this still going? Four Labor Pool employees are all getting Operator rate?
- MSC – Our understanding is there will be Utility pay until fully trained.
- MSC – Once trained as a Roll Handler the employee will get the Operator rate. If they go into training for Operators they will get Roll Handler rate. They can't bid on the Operator job until they are fully trained. D. Campbell will reduce to writing.

10. Seniority Lists and Progression Ladders

- USC – Requests progression ladders and mill seniority list.
- MSC – An update is being completed.

12. Tug Captain – Tug Mate O.T. Lists

- MSC – Submitted Tug call-in S.O.P. G. Brajich and C. Lang will get together to make any revisions.

13. Converting Ground Rules Proposal

- USC – Submitted proposed seniority ground rules.
- JSC – Signed by both committees. (See attached.)

14. A5 to A2

- MSC – Submitted A5 to A2 procedure.
- USC – It will be challenging to get people trained as Journeyman in 2 years.
- MSC – That is our burden to ensure they are trained. Agreed to language as presented.
- USC – Agreed to language as presented. (See attached.)

15. PECO Restroom and Potable Water

- MSC – A work order has been issued for the restroom facilities.

16. Tobacco Committee/Tina Hutton

- USC – Other companies have requested information on how we are going about becoming tobacco free.
- MSC – Sees no problem with sharing this information.
- USC – Sees no problem with sharing this information. Be sure to tell them that we are working towards tobacco free.

17. Asbestos Surveillance Physicals

- **MSC** – Per GP policy, we will discontinue annual tests and will only test people as needed. We will send letters to those employees that will be affected. We will have B. Adams send out GP's SOP.

Next Meeting: Wednesday, April 18, 2001

Claude E. W. Lower
for the Union

4-4-01
Date

Keith Jarn
for Management

4-3-01
Date

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POST

WAUNA MILL
92326 Taylorville Road
Clatskanie, Oregon 97016
(503) 455-2221



Georgia-Pacific

Memorandum

Date Jan. 25, 2001
From Al Grantham
Subject Seniority Groundrule

Paper Machine Department – Papers Business Segment; Wauna

To

I would propose the following groundrule for your consideration. The purpose is to try to alleviate some of the crew switches that occur for short-term move-ups when an employee is moved outside of the bargaining unit. The intent is to only address move-ups that are for two weeks or less.

PROPOSED SENIORITY GROUNDRULE: The following groundrule is proposed in accord with Section 25 – Seniority, C.2, found on page 25,26 of the current Labor Agreement. The purpose of proposing this groundrule is to reduce the disruption of shift changes for vacancies created for reasons other than vacations.

- It is proposed that on-shift promotions may be made for any reason for vacancies extending up to two weeks.
- It is proposed that if it is known before 3:00 PM on Friday that a vacancy (job opening) will extend beyond two weeks then a senior move will be made in accord with item C.1 in the Seniority section of the current Labor Agreement. The move-up will begin the Monday after the vacancy is known.
- It is proposed that if a vacancy (job opening) is unknown before 3:00 PM on Friday, and the vacancy extends into the second week and will reasonably last only one additional week – that the vacancy may continue to be filled by on-shift move-up for one additional week; but in no case will an on-shift move-up be allowable beyond a third consecutive week. The exception to this is provided for in item C.3 also found in the Seniority Section of the current Labor Agreement.

The Groundrule has been approved by a large majority of the crews on No. 4 PM.

It has been mutually agreed to by the Standing Committee on Feb. 21, 2001.

Charles E. Wassner
Union Standing Committee

Al Grantham
Mill Management and Dept. Manager

R. Meyer

March 12, 2001

WAUNA MILL
CONVERTING PLANT
PROPOSED SENIORITY GROUND RULES

Memorandum of Agreement

between

Georgia-Pacific, Wauna Mill "the Company"

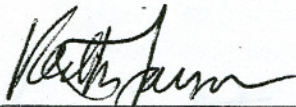
and

P.A.C.E., Local 8-1097 "the Union"

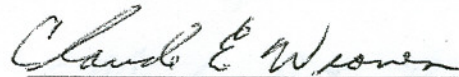
The Company and Union Standing Committees hereby agree to expand the size of the Safety Advisory Committee (SAC) from two (2) members each to six (6) members from the Union and three (3) management representatives.

Either party may elect to revert to the contractual provisions found in Section 24 – Safety, paragraph 3 by notification to the other party at least thirty (30) days prior to the next regular meeting of the Safety Advisory Committee.

Dated: 3/16/01



(For the Company)



(For the Union)

cc: Department Managers
Local 8-1097

March 12, 2001

WAUNA MILL
CONVERTING PLANT
PROPOSED SENIORITY GROUND RULES

The following ground rule for the Towel and Tissue converting plant is proposed in accord with Section XXV - Seniority, found on Page 23 of our current labor agreement. The purpose behind proposing this ground rule is to establish a clear way to execute shift trades on a multi - rung ladder, so that everyone maintains their own seniority for purposes of on shift move - ups, that occur after the fact.

- It is proposed that if an employee swaps crews for any reason his/her progression ladder seniority will prevail if a move - up is required.
- It is proposed that an employee will only move up one rung or job classification at a time.
- It is understood that all shift trades ^{MB} ~~will~~ ^{must SDB 3/22/01} be approved by management before taking place.

Approved by majority of the
Converting Plant. 197 to 62

Scott Beckstrom 3/22/01
Company Representative

Michael I. Bouse
Union Representative

Approved R Wenger
Resident Mill Manager

To: Standing Committee
From: Will Laport
Subject: A-5 to A-2

Date: 03/22/01

Per Memorandum of Agreement, dated 3/29/00, referencing A-5 Lubrication to A-2 Mechanics, the following procedure will be implemented immediately.

- A. Existing A-5 employee's will be provided the opportunity to pre-qualify for acceptance into the A-2 Mechanics package, all trades except E/I. Pre-qualification will consist of the following:
1. Testing.
 - a. The entire test battery currently used in the mechanics selection process will be given to those employees who transferred into the A-5 package prior to 1/1/88.
 - b. Those who transferred into the A-5 package on or after 1/1/88 may elect to retake the test battery if they so desire. An employee may retake the test battery only once.
 - c. Those who elect not to test as part of the pre-qualification process for the A-2 package may later choose to enter the A-2 package under the current practice and contract guidelines.
 2. Interview.

The interview portion of the pre-qualification will be conducted as a "board type" structured interview.
- B. Successful pre-qualified A-5 lubrication package employee's entering the A-2 package Apprenticeship Program will require the following:
1. A minimum tool list, equivalent to the Intermediate "A" Millwright will be required within six months of entering the Apprenticeship Program.
 2. Course bookwork will require all existing A-5 lubrication books plus those needed for their newly chosen classification equivalent in total to 74 credits as determined by the Joint Mechanics Committee.
 3. Credit for time will be determined by the amount of time served as an "Oiler", up to a maximum of two years. All Senior Oilers will get two years credit towards their apprenticeship.

03/22/01

JOINT STANDING COMMITTEE MEETING MINUTES

March 22, 1989

4. A rotation schedule will be developed covering all areas of the mill; Converting, Paper machines, Shops, Kraft mill/Bleach plant, and the Fiber supply/Pulp dryer area. The duration of the rotation will be for all time in which credit was not allowed.
- C. A-5 employee's who signify interest and pre-qualify in the A-2 program can and will also be used as "mechanical helpers". During this time they will be working as directed by a Journeyman Mechanic as is the current practice. Work assignments will not be made in place of necessary lubrication responsibilities.
- D. All future successful A-5 employees will be deemed pre-qualified for the A-2 Mechanics program. New A-5 employees will begin their training as is the current practice, in the two year program for SR. Oilers.

This and all future clarifications or changes to either the A-5 or the A-2 package of the contract language will require mutual agreement in the Joint Standing Committee.