

## Special Joint Standing Committee Meetings January 2, 2007

**USC:** Rick Erickson, Larry Reandeau, Ron Jones, Paul Burgher, Curt Ollila, Mike Bouse

**MSC:** Maury Shipper, Ross Procter, Shawn Wood, Frank Walsh

Joe Ertolacci was present to present changes to the Converting ladders due to Rapid Transformation.

Joe outlined the changes in ABT Converting as follows:

ABT Converting	Prior	Go Live	Per Shift
Adjuster	4	0	0
Skill Builder (Adjuster)	0	4	1
Winder Operator	16	12	3
Wrapper/Bundler Operator	24	12	3
Palletizer/Case Packer	0	16	4
Utility	24	12	3
Relief	9	12	3
<b>Totals</b>	<b>77</b>	<b>68</b>	<b>17</b>

**USC:** Does not believe that the job duties/responsibilities have been explained to the employees.

**Joe:** Agrees that this may have not been communicated well. We are currently working on a plan to do so.

**USC:** Is the Skill Builder a permanent Blue Slip position?

**Joe:** Many things must be in place before this can be eliminated.

**USC:** This may work in ABT because it is a new installation with the crews trained on most of the equipment with up-to-date training manuals for all of the equipment, but we do not see it working in Heritage Converting.

**Joe:** Agreed. Heritage Converting does not have the infrastructure available, i.e. training manuals, etc...

**USC:** When/how will it be determined that people are adequately trained to do the adjusting?

**Joe:** We will need to analyze performance, uptime, etc. and get input from the supervisors.

**USC:** When will the new line be ready to go?

Joe: November 15, 2007.

Shawn: How are we paying the Palletizer/Case Packer Operator?

Joe: Same as the Wrapper/Bundler Operator. They will be Red Circled.

USC: Unless it is analyzed we will have to pay the same as the Wrapper/Bundler Operator.

USC: We will not agree to a job analysis because we would lose pay because of the elimination of the adjuster position. We have some concerns that the Utilities may not be being paid correctly. If the analysis was done with the Skill Builders in place we may agree to a dry run to see how it comes out.

### Red Circled vs. Rate Retention

USC: Whenever a job is eliminated, the employee holding that job is *wage-rate retained*. If an employee is moved down a ladder because of a reduction in the ladder, he maintains his blue-slipped rate and is *red-circled* until there is an adjustment in the ladder or a raise in pay. Employees with *red-circled* rates do not retain the rate if they move out of their ladder.

USC: If adjusters are eliminated, they will be wage-rate retained; i.e. no bumping (they have seniority rights, not bumping rights). They can bid out and take their retained rate with them; however, this decision will cause them to lose their ladder seniority rights, but they are grandfathered to the job that was eliminated. If the adjuster elects to stay in the ladder, the movement then flows down the ladder and those at the bottom who are bumped out of the ladder have grandfather rights back to the ladder as well as rate retention. They also have bump rights to other bottom jobs in the mill where their seniority would apply.

Box Facial	Prior	Go Live	Per Shift
Adjuster	2	0	0
Skill Builder (Adjuster)	0	2	1
Assorted Pack Operator	2	2	1
Cartoner Operator	2	2	1
Folder Operator	2	2	1
Utility	2	0	0
Relief	2	4	2
<b>Total</b>	<b>12</b>	<b>12</b>	<b>6</b>

7&8 Toilet Tissue	Prior	Go Live	Per Shift
Adjuster	4	0	0
Skill Builder (Adjuster)	0	4	1
Winder Operator	12	8	2
Utility Operator	20	16	4
Relief	6	8	2
<b>Total</b>	<b>42</b>	<b>36</b>	<b>9</b>

USC: Suggests another rung for the saws to eliminate problems with call-ins. Right now we are having problems with call-ins in all areas of Converting. The problem is the mate list doesn't match the scheduling being done on the floor.

<b>H.H.T. 1,2, &amp; 6</b>	<b>Prior</b>	<b>Go Live</b>	<b>Per Shift</b>
Adjuster	4	0	0
Skill Builder (Adjuster)	0	4	1
Operator Adjuster	4	0	0
Winder Operator	12	12	3
Utility Operator	16	12	3
Relief	6	8	2
<b>Total</b>	<b>42</b>	<b>36</b>	<b>9</b>

<b>Toilet Tissue 3,4,5, &amp; 9</b>	<b>Prior</b>	<b>Go Live</b>	<b>Per Shift</b>
Adjuster	8	0	0
Skill Builder (Adjuster)	0	4	1
Operator Adjuster	16	16	4
Utility Operator	32	32	8
Relief	11	8	2
<b>Total</b>	<b>67</b>	<b>60</b>	<b>15</b>

USC: Need to take a close look at this ladder due to those who are frozen in the Operator Adjuster position.

USC: We are not seeing employees doing their "new responsibilities". You say you are scheduling it that way, but we don't see people working that way on the operating floor. They are doing their job the same way they always have. Training is not happening like it should be. All the winders are different and will require different training.

<b>Napkins</b>	<b>Prior</b>	<b>Go Live</b>	<b>Per Shift</b>
Head Adjuster	4	0	0
Skill Builder (Adjuster)	0	8	2
Intermediate Adjuster	8	0	0
Consumer Operator	16	16	4
Annex Operator	20	16	4
Main Floor Operator	24	14	3
Relief	10	12	3
Baler/Roll Buck		4	1
Quick Stock Driver		8	2
<b>Total</b>	<b>82</b>	<b>78</b>	<b>19</b>

USC: The union is hearing rumors about breaks being eliminated. Can you tell us what is going on?


**MSC:** There has been some discussion that breaks would be reduced from 90 minutes / shift to 60 minutes / shift. There is currently a group in place dedicated to Converting Transformation to try to get Wauna to best practice. Also may be moving to **true vacation leveling** where there will be no peaks and valleys and employees may be scheduled for vacation.

**USC:** This will cause all kinds of problems. It will force people that have multiple weeks of vacation to sign up for all of their vacations at the same time. This will leave junior employees with little or no opportunity to sign up for vacations during prime times.

**USC:** We are concerned about the lack of predictive maintenance. We are worried that machines will start crashing. We understand that all these new processes/changes take time but are worried about the current impact to the equipment and the employees. Maintenance doesn't seem to be heading in a positive direction.

**Joe:** In summary:

1. HR will correct rates, ladders, retained rates, etc.
2. Will notify JSC and communicate the plan.
3. Joe will also communicate changes to Converting crews.

  
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For the Union

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