

Standing Committee
November 17, 2010

USC: Ken Enneberg, Mike Bouse, Curt Ollilla, Paul Burgher, Bill Kerr, Mike Rochon

MSC: Ram Manthe, Ron Kramer, Shawn Wood, Chad Davis

Mike Tompkins joined the Standing Committee to give a mill update. The number of safety recordable incidents is a lot better than last year. The severity rate has been on the rise. The mill is focusing this quarter on near misses, and BBS Observations, which are leading indicators. The mill will be transitioning from using the number of days safe for recognition to using leading indicators. The mill is trying to focus on items that could be worked on. OSHA discourages recognition programs for safe day milestones. It is the expectation that everyone will work safe, but by focusing on leading indicators, the hope is that it will take the safety culture to the next level which is making sure coworkers can be safe. Environmentally it has been a good year. The number of environmental incidents are down. The focus is on noise. The mill is getting citizen complaints on unscheduled events. We also continue to have NCG venting instances. Quality has also been good this year and Productivity is up year over year. Georgia Pacific is experiencing curtailments across the system. To counteract that, there will be a few promotions and advertisements starting in December. The mill is working on its 2011 plans for EHS and Reliability.

USC: We are concerned about the safe day milestone going away. Watching the number of days safe makes the mill employees come together as a group.

MSC: The mill is trying to move away from it being automatic. The goal is to move to setting more milestones, ie. Working through the outage safe, or working through the holidays safe. This keeps the recognition program fresh and also lets the mill recognize behaviors that will keep the mill safe. Recognition programs that have worked successfully are the individual programs or the crew success. It isn't enough anymore to work safe, we also need to impact unsafe conditions.

USC: Do we have any plans to hire any more hourly employees?

MSC: At this time there are no plans to hire hourly employees through the end of the year. As a mill our overtime is at 10% and about half of that is on 6/7pm. The LGV's running correctly on 6/7 are also a problem. The parent rolls create a unique challenge when transporting them.

USC: When do you say enough is enough with the LGV's if they do not work correctly?

MSC: Using LGV's is the future mode of delivery in production. In the future, if there was something more effective than using LGV's we would probably use it.

Mike Tompkins left after hearing a third step grievance (10-35).

Safety

Lockout Policy: Randy Hansen joined the group to discuss the changes to the LOTO Policy. The plan is for training to start on December 22nd and to complete all training on the Policy updates prior to April 1st. The reasons for updating the policy were to comply with the GP

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Standard, make any corrections and make the policy standardized throughout the mill. The APM Standard has been separated out of the Lockout Policy because it is not the same thing. The hope is to be completed by Mid-March 2011 so that employees will be able to work with the new forms and get comfortable with them prior to the outage in May 2011.

SafeStart Implementation: Jim Cochran shared the SafeStart Implementation schedule. The focus will be to develop a strong safety culture in 2011. SafeStart is geared to personal development and is a five year program. On December 17th, there will be leadership training which will include the Standing Committee. This will tell the mill leaders what it takes to have a successful program. Then Modules 1 and 2 will be taught to employees starting in January. A Steering Committee will be formed of 5 salaried and 7 union appointed members. The Steering Committee will have a half day training session on January 24th. In Mid-February the steering committee will select and train the employee facilitators who will train and present Modules 3-6 to the employees. At this time there is not a set number for facilitators.

USC: What is the rate of pay for these facilitators and how will the backfill and overtime be handled for them to be doing the training?

MSC: The employee facilitators will be selected by the steering committee. We do not know what the rate of pay would be at this time. The rough estimate is that 3-4 employees would be working as facilitators at a time but no one would be on the project full time. This estimate is based on what the Halsey and Camas Mills used for their programs.

Camera Update: Jim Cochran shared a list of the cameras we currently have in the mill as well as what their current use is and if they are working or not working. Also included was a listing of the proposed additional cameras that would be used for safety and security purposes. Cameras that are currently not working will be repaired. From a safety and security standpoint, Wauna is behind other NACP Mills. The cameras will be installed in phases. On the cameras the union has no issue with, we will move ahead with the installation.

USC: We are concerned more with what could be entering the mill. Would our security force be able to stop a threat?

MSC: Security's function is to observe and report. We are currently maintaining a gate log of individuals who are trying to access the mill. They get turned away at the gate and sent to the Clockroom and never show up there.

USC: Do the cameras record?

MSC: Most of the cameras are recordable.

USC: We will need to discuss this with the union legal representation and will get back to you.