

Standing Committee  
January 15, 2020

**USC:** Keith Wright, Danny Poe, Gabe Shefstad, Mark Nicholson, Bill Dombrowsky, Jennifer Byrum (notes)

**MSC:** Emily Riggott, George Jones, Matt Peat, Bob Hess

**Union Agenda:**

- People not being blue slipped into open positions, Who does the blue slipping Matt Pete is going to ask Dan Vocana and Kay about this and find out about the criteria on the jobs to blue slip. Matt Pete said performance leaders along with Kay and Jessica are in charge of blue slipping
- Moving people who have been offered bids in a timely matter. George said they haven't been doing this on E&I bids and are taking too long. We asked that people be moved in a timely matter. Bill Dombrowsky asked about the Box Facial people on bids to 7PM, Matt Pete is looking into this. Contract says to move people within 14 days. George is going to talk to Kay and Amber about the E&I bids in App program. George's opinion is to hold off sending E&I apprentice guys from 7PM until they train new bids. We are asking them to move them now. George will talk to Kay and have them moved next Monday.
- What's going on with Thad Galloway freeze? George said he thought we agreed to him unfreezing. Union state we did not agree or were asked about this, we agree to unfreeze Thad, but management need to run this thru standing Committee first to discuss.
- Need to educate supervisors on 2 tier pay. George is going to look into this, Matt Pete said if there are gaps in this let him know
- Having Shane Rahlie do cleanups and blowdown work, he needs to be talked to about doing hourly work

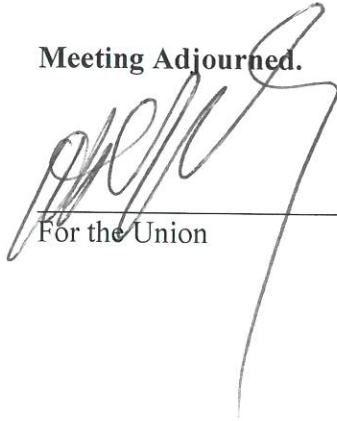
**Company Agenda:**

- Transformation office-Email went out to the mill explaining the new roles of people in the mill. We are trying to stay focused on our goals at the time frame when this will happen. Each site will have a transformation office. 2019 was a challenging year GP return on Capital consumed traditionally 6-7% and we were at or near 0% for 2019. Competition aggressively adding capacity and the growth of private labels threaten our consumer brands. GP has the opportunity to change and transform and to transform to close the gap on the 1 billion gap. Wauna has 56 million improvement by the end of 2021
- George shared some absentee reporting for 2019 trend. Top 4 areas of call ins, 7,8&13, ABT, Maintenance and South Converting. Call ins are about 60% Tier 2, and 40% Tier 1. Babe brought up maybe having the testing of people who apply at GP Wauna. 88 people are at 1.3% or above
- RSE Bid process-Standing Committee is in agreement with this

**Grievances:**


None

**Meeting Adjourned.**



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For the Union



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For the Company