

Standing Committee
January 16, 2019

USC: Keith Wright, Danny Poe, Gabe Shefstad, Bill Dombrosky, Mike Smith, Bill Kerr, Jennifer Byrum (notes)

MSC: George Jones, Emily Riggott, Heather Bogle, Joe Shaw, Collins McClains

Union Agenda:

- Asking about Job Code 198 in MSG- George said he talked to Tom Kelly and this is a move up while he is on vacation for the crew to for any needs they might have. This goes to the senior guy in the Department. Bill asked as long as they are being paid a rate that in the book they are still in the bargaining unit. Bill asked for a list of other employees in mill being paid a rate that's not in the book, and if it's not in the book they are not considered in the bargaining unit. Still not told what the 198 job code was and HR is going to look into this.
- Blue Slips on 1&2 Paper Machines-Stebbins talked to Bill D earlier in the week on how they are going to run the new realignment. Stebbins has another schedule that they should look at to make this realignment work better. HR will talk to him about this
- Changing schedules on Kronos after final is out without notifying employees of change. When the schedule comes out on Friday it says regular and when something is added after the final it says transfer and people aren't getting notified. HR is looking into this.
- ABT vacations- Emily said they have meetings coming up about allotments and will let us know what's going to happen with signups

Company Agenda:

- Attendance update 99 people are at coaching or higher
 - 9 at coaching
 - 23 at almost reprimand
 - 67 at a reprimand 1.3 or higher
- January 23rd new hire orientation for 1st GP hire group. We have 22 people coming on board and another group coming in on March 13th
- 1 & 2 Paper Machine Realignment Settlement- Nest step is effective on January 21st. Some more work needs to be done in the system still
- Discussion on the roll out of advanced scheduling- WE are trying to give people a 2 week advance notice on their schedule. See sheet that was handed out. Changes in vacations would have to be put in 2 weeks prior to schedule by Wednesday. Tried in different parts of the mill and rolling out to the rest of the mill on February 11th. We would like to give employees a 2 week look at their schedule. Bill asked that management communicate with departments on how this will work and not just sent out a blanket email

Grievances:

17-31:

MSC: George wrote up new offer than the one Bill wrote up, sp the numbers may be different but he still gets the \$1000.00. George also asked if thin the future if its for the benefit of the employee and positions and they agreed on it to not come back and ask to be compensated

USC: we accepted offer

18-22:

USC: EE 4 days overtime pay- We asked to consider paying this as she is retiring, she should've been scheduled 4 days and had the option to give away. Waiting for HR answer

18-25:

USC: Asking to for pay verification so we can close

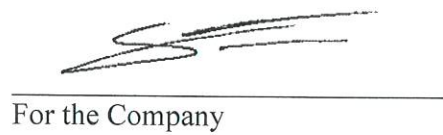
18-26:

USC: we asked that employee gets paid for 2.75 hours and call time and moving forward we asked that Company has a week to update certification and transfers. Waiting on answer back from HR. We are asking if there is some kind of accountability measures to make sure this is done.

Meeting Adjourned.



For the Union



For the Company