

Standing Committee
January 18, 2017

USC: Bill Kerr, Marcus Smith, Keith Brace, Keith Wright, Frank Stuhr, Keith Sloderbeck, Jennifer Byrum, (notes)

MSC: Joe Shaw, George Jones, Heather Bogle, Heath Gibson, Lauren Martin, Ian Dieter

Union Agenda:

- Resource Pool Vacations-Still working on the allotment of vacations but resource pool will only be able to make a Monday to Sunday vacation. This is up to the business leaders of the departments to decide. Maybe reach out and meet to get clarity.
- Embedded Tech Position-We ask for some consistency across on how we will do this. If we are adding a new job it should be a bit. There are 2 different rates of pay. George said crews were pooled and asked who wanted to do the job. Keith B said nobody was asked on Eastside E&I. George said people who said they wanted to try it were given a chance. When there has been no rate change and a schedule change. Ian said there is nothing in the contract that says they can't do this. Keith S asked why people can't be given the opportunity to bid the job. Frank said you created this job and given it a rate so everyone should get the same rate. Ian said no one received a pay cut or pay raise so if you can show me where we were harmed then we can file a grievance. George wants the opportunity to answer grievance #16-35 the response is in draft. The only thing Bill has an issue with is that they told 2 techs one things and 1 tech he can create his own schedule.
- Blade grinder position- George talked to Shawn Woods and they see no harm in what they are doing. Keith S said any position vacant for 6 months needs to be filled by the bid process. This is a permanent position being filled by someone every day. George said we can file a grievance to settle this matter.
- Unitizing/Shipping vacation structure- They have been told they will take the top 8 from each department and combine departments. George said the plans are in the hands of the department heads. There is not a plan nailed down and still working on it. WE are asking as curtesy to get a heads up so we can answer questions. Keith S and George can sit down and talk about this issue and if there is not a mutual agreement the contract book will be followed.
- Grand Father Rights on #6PM- Right now there is a labor pool person working in the department and should be one of the people that were displaced. Jobs that were cut those people should be in 6&7 resource pool.

Mill Manager Update:

- Safety-Phase 7 going good and on track. Getting people to sign up with Safety Advocates
- 2 serious injuries for 2016
- 1 recordable taken off
- People are working on Safety plans and environmental plans for the year
- Down to 2 people to approve the new vanity fair folder, getting close
- Did some trials on Marathon tissue and #2PM unfortunately business has changed their minds on making it here
- Head & Control updates on #14 ABT looking into
- Unitizing Safety project coming to a close and just about done and coming under budget

- 7/8/13-New core machines and core cleaners
- Becky's project down in shipping
- #2PM still having issues
- Weather has impacted getting product out of the mill. Slowed PM down and prioritized skills
- Costco towels-Making them softer. Right now we are making all Costco towel paper here and will be shipping Brawny paper here from other mills. This will go on until Port Hudson pulper is up and running
- South Converting shutting down #5TT permanently. Have to look into how it affects people. We are leaving #5TT still here and use it as an emergency spare.
- Organizational changes to be announced tomorrow

Company Agenda:

- Attendance update:
 - 69 people at a 1.0 or above
 - 83 people over 1.3 some have been addressed Company has looked into how the weather impacted some people on the 9th thru the 12th at a coaching
- New Hires- 2 new hires started one in E&I and one in 7/8/13
- 5TT-Steve touched on this in his update 3 or 4 people will be affected
- FRC is now live
- SQF Audit approaching at the end of January. WE still have opportunities for improvement
- Upcoming bid system change, with our up and coming Kronco's system change EPSS will not be available and they are looking into other options for bid system

Grievances:

A16-05:

USC: Respectively withdrawn

A16-17:

USC: Respectively withdrawn

16-17:

USC: Waiting on phone call, Hold Timely

16-19:

USC: Asked to reconsider their answer

16-26:

USC: Hold Timely

16-27:

USC: Hold Timely

16-28:

USC: Hold Timely

16-29 & 16-31:

USC: Withdrawn

16-32:

USC: Withdrawn

16-34:

USC: Accept Offer

16-35:

USC: Hold Timely-Waiting on response

16-36:

USC-Waiting on an answer

16-37:

USC: Asked to have reprimand reduced to a coaching

16-38:

USC: Waiting on information request

16-39:

USC: Hold Timely

17-01:

USC: Hold Timely

17-02:

USC: Hold Timely

Meeting Adjourned.



For the Union



For the Company