

Standing Committee
February 15, 2017

USC: Keith Brace, Keith Wright, Frank Stuhr, Keith Sloderbeck, Jennifer Byrum, (notes)

MSC: Joe Shaw, George Jones, Heather Bogle, Ian Dieter, Steve Francouer

Mill Manager Update:

- Safety perspective Phase 7 close to being done. 120 people signed up to learn more about Safety Advocate program
- We had 2 recordable over the weekend. 1 SIF with an ankle injury and 2 more looking like they will turn into recordable
- SQF Audit we scored a 78% we got certified but will be servalince audited again in July. We need to work on housekeeping things that were found in audit and need to get them taken care of in 30 days. Some of the bigger issues were found in the final building. Some employee related issues were doors left open
- Chemical Safety Audit went well
- On a business perspective sales have been down but KS is doing well
- TT8 will see curtailment a week a quarter
- HHT2 Sparkle line sales have slowed down so they will take out one week of production over the next 4 to 5 weeks

Company Agenda:

- Attendance update:
 - 6 people at Admin
 - 11 at Written Reprimand
 - 26 at coachingPerformance based safety in South Converting is getting good feedback but people need to work is attendance is performance
- SQF Audit results: Steve talked about this in Mill Manager update
- Upcoming Bid System change: This is routed through SharePoint and is going live next week. You will get an email notification on job bids and you can also get to it on the HR page. We need to make sure everyone is on the Wauna Distribution list
- Paper Machine 1&2 Schedule: Company looking into a 4 on 4 off schedule but there is a condition and talking point that needs to be discussed. Responses from crews are not positive and will not make the changes work and sabotage it, Management is willing to leave 1&2 attached and make things work. They need to work on or loose the ground rules because they feel they are not competitive or effective. In order to make this work there needs to be nothing restrictive in the ground rules. Keith S asked how they put in for vacations on 1&2. Ian couldn't give a definitive answer so just sign up for the crew they are on. Keith S also asked that people are being scheduled on Special Assignment, people need to be scheduled on a crew? Keith said we will discuss issues going on with standing committee
- Temporary Labor: Gaging to hire 20 people through temp agency 1st part of March. If this works right we will have a regular pool of people ready to use anytime we need staffing. This is using contract language to bring people in the mill. South concerting, shipping and unitizing need help, very expensive to keep new hires that are not working out, that's why company is going through a temp to hire company. Company has hired 18 people since 2016 and has been a 40% turnover rate. HR states that they don't have time to hire people.

- Maintenance and Stores: Discussed blade grinder position and the company is having conversations with business leaders on how to handle that job and hope to have something soon.
- Shipping and Unitizing organization: Reorganizing lines in August. Going to get rid of the Barge Coordinator and Unitizing Operator. Discussed issues and changes that will happen in August. Keith S is going to meet with Kim and the crews.
- Forecasted Curtailments: Steve covered during Mill manager update

Union Agenda:

- 1&2 Paper Machine vacation: How to schedule? Ian can't give a definitive answer and crews need to sign up on the crew they are on.
- Pay for night shifts? We will have those people file a grievance
- S.A Schedule? Discussed during Company agenda

Grievances:

16-17:

MSC: Look more into resolution? Do I need a redo?

USC: Wants proof of pay then can settle

16-19:

MSC: Sent back to 1st step to settle and pay

USC: Wants proof of pay then can settle

16-26:

USC: Hold Timely

16-27:

USC: Hold Timely and meet with Dan Vocana, modified 3rd Step

16-28:

USC: Hold Timely

16-29 & 16-31:

USC: Withdrawn

16-30:

USC: Paid

16-33:

USC: Held at 3rd Step

16-36:

USC: Move to 3rd Step

16-37:

USC: Waiting for response

16-38:

USC: Change of schedule without 36 hours notice. Asked to have him paid a call time

MSC: Want to talk to Kay first

16-39:

USC: Withdrawn with a prejudice

17-01:

USC: Hold Timely

MSC: Have not received this grievance

17-02:

USC: Hold Timely

MSC: Have not received this grievance

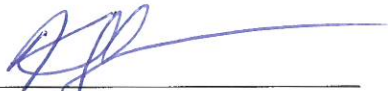
17-03:

USC: Hold Timely at 3rd Step

17-04:

USC: Hold Timely need information request

Meeting Adjourned.



For the Union



For the Company