

Standing Committee
February 19, 2020

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

MSC: Emily Riggott, George Jones, Matt Peat, Bob Hess, Heather Bogle

Union Agenda:

- **Special Assignment**-Union work/Salary Work How to count the days. George brought up a spreadsheet idea that we can update every month for standing committee. Bill d and George came up with idea. Kerr asked how HR is counting the days on special assignment because when people are off on special assignment they are block off for the whole week. We asked if they are going to be doing out of the bargaining unit work they are out for the full 7 days. We are asking if people are scheduled out of the bargaining unit for 3 days that counts as a full week out of the bargaining unit. HR is going to take a look at the MSG group. The calendar is rolling and starts the 1st day they are on Special Assignment. Bill D asked if we can get a list of people who are on special assignment that are still getting bargaining unit wages. Bill Kerr and George will work on looking into MSG. Update by February 28th
- **Blue slipped not fully trained**- Mark brought up that people are not getting fully trained up on every single piece of equipment and they are getting screwed out of \$1.50 an hour and have been in Dept. long enough to have been trained in the Department of North Converting. We need to get people trained up in the mill, if people are unsupervised doing the job they should be getting paid the rate of the job. Matt is going to work with Mark on this, Update on February 28th
- **Schedule**- Update schedule daily or update changes done in department. Floaters are still not getting put on schedule until final on Friday so people are thinking they have no overtime then bam the final comes out they have overtime. They should be on prelim also. Bill Kerr said maybe we should pick a department and do a trial on having department do schedule. Bill will work with HR on this. Danny Poe asked to get the shift manager to be able to fix pay again. HR will look into this (Matt pete and Danny Poe work on this) Update on Monday 24th
- **Set up Planning**-Eastside is forcing EE to do setup planning for the dwon. He just journeyed out in Electrical and now he os doing the planning. Bob Hess will have conversation with him to see if this is going on, Keith wright work with Bob Hess, update February 24th
- **30 Day extension**-EE 30 day extension then look at it after 30 days again. We agree to the 30 days then we can look at it again if there is a problem in 30 days again. HR aligned on this. Matt Pete and Bill D due date March 18th to update next standing committee with her by February 24th
- **Shift relief**- Emily promised shift relief how to get schedule for week outstanding since Nov/Dec. Keith Sloderbeck wants some clarification on how the schedule is set either your days or on your shift. Emily will talk to Keith Sloderbeck
- **Relief Rates 6&7 PM & Pulp Slab**-HR is working on 6&7PM rate Emily said Pulp Slab wasn't brought up but they will look into this. Keith Wright asked where we are at on this, and they are working out a new wage. Paying the reliefs B pool wage. We asked that the 2 people that just turned down bid because of pay reoffer bid at the B pool wage rate. Emily said we can reask those bidders that returned on the new B pool rate

- **Standing Committee Minutes-** Bill D brought up Standing Committee minutes not getting back to Melissa, George still has them on his desk
- **Union Are Rep-**Bill K said we have a new Area Rep Mike Adams
- **EE Freeze-** Danny asked about where we are at on the freeze, Dan Poe and Matt Pete follow-up on this

Company Agenda:

- Attendance:
 - 11 people at Suspension
 - 20 people at Reprimand
 - 83 at Coaching
 - 1 currently on a Last Chance
 - 34% at 1-1.3
 - 28% at 1.3-1.6
 - 50% at 1.6 and above
- EE out for 12 weeks Vocana asking to extend probation period for 30 days? Union aligned on this update on next standing committee March 18th talk to him by February 24th
- HR ready to make an offer to the next Maintenance helper bid but they want to hold him in Napkins for 30 days to train new EE's in Napkins. Want to have him move after next standing committee to the bid. Mark N asked why having one person leave the Department would hurt napkins and why we aren't training people up. We agree to extend him moving to bid past 14 days move him the week of March 23rd and explain the reasons why he is not moving until then. Bill D will call him and talk to him today.
- Mike Rochon accepted a Salary Position and has 30 days starting February 17, 2020 to go back
- Emily brought vacation allotments again and asked Standing committee to help with this. We said we need to talk about this and get back

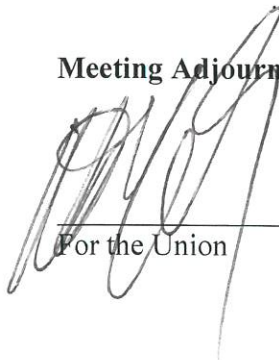
Grievances:

20-01:


USC: Vance Robinson Call in

MSC: HR Asked to Hold Timely

Meeting Adjourned.



For the Union



For the Company