

Standing Committee
March 22, 2017

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

MSC: George Jones, Heath Gibson, Ian Dieter, Steve Francouer, Joe Shaw, Heather Bogle, Gracie Huang

Union Agenda:

- Bump Rights: We feel people should be able to bump into bottom rung of ladders in progression, not the bottom of resource pool. Ian said, bottom rung in ladder is the resource pool. Original MOA written in 1998 was for the bottom blue slip job. We are going to look at this as a group and see what we are going to do.
- Resource Pool vacations: We are hearing that management is keeping these vacations to a Monday to Sunday, not day off to day off. Ian said they are in a labor pool and we have taken the labor pool throughout the mill and split them up into different resource pools.

Mill Manager Update:

- Safety Advocate training being scheduled
- We had what could have been a serious event happen on the #1 Flash tank in the Kraft Mill. Someone wrote a work order on a steam leak, there was a miscommunication on welding process. Lots of rookie people working on welding. Lots of things that could of made this a serious event. We got lucky that day. That is why now you have to have a sniff test done before any welding gets done. New permit coming after the down.
- Environmental issue: Sulfuric acid tank leak on a 2 inch pipe in the weld. Was leaking into a drain. We had acid burn thru the concrete. With acid on the ground we had to report out to several agencies. We have environmental people looking into cleanup.
- Annual Outage: It is coming up soon. Eastside has lots of PPA work going on. Between the expense money and the extra money being spent on pulp it's a 12 million dollar down. Also having a big dissolving pipe replacement
- Capital projects: #7PM encapsulating shower project was set to start 3rd week of May but project delayed until August, because of inventory. Also working on making 8TT capable of KS tissue so it can make Angle Soft and KS. Ready to do engineering on project. 3TT will be basically running all Angle Soft. Still working on upgrades on #10ABT. Tad is running better than expected, selling more than they thought. Inventory holding okay, we are still doing softness tests. Mill profit down 30% so far this year but it still early.
- Kronos-Phil is working on getting this out there and training people to help, going live June 12th

Company Agenda:

- Attendance update:
 - 3 at Termination stage
 - 5 at Admin Suspension
 - 15 at Reprimand stage
 - 15 at Coaching

- New Hire: 14 new hires on site, they have gone through safety training, HR Orientation and Hyster training. George had a chance to shore up some pay questions they are having. April 19th next group coming in to mill.
- April 1st we are transferring from Met Life to Sedgewick. Employees are required to report within 5 days instead of 15 days. They can report 24 hours a day.
- George talked about new scheduling and payroll system changes, see attached flyer. We are going live June 12th. Kay is working on training hourly people to learn Kronos system to help others on the floor. Keith Brace asked how passport and Kronos will work together.
- George Jones brought up what they decided to do in shipping and unitizing ladder. See attached sheet. Kim asked not to show the new ladder until they have met with coordinators. Kim wants to implement this in August.
- Heath Gibson brought up Box Facial schedule again and they are making changes to it. They are going from 132 hours – 144 hours. Going to be a compressed work week 4 on 3 off, 3 crews. One crew never has weekends off, so they are talking about swapping crews every quarter so everyone has their turn working weekends.

Grievances:

16-19:

USC: Took back to 1st step and paid

16-26:

USC: Withdrawn

16-28:

USC: Withdrawn

16-33:

USC: 3rd Step given last Monday

16-35:

USC: This is no longer a temporary job. We are talking about this again as we need clarification now that we have more embedded tech's starting in other departments.

MSC: Ian feels this continued to be a circular argument and this is the union pushing the grievance not Rick Fisher.

USC: Nobody talked to the crews and they found out about it after it was offered to Rick Fisher

MSC: Ian wants this grievance to move along

USC: Hold Timely

16-36:

USC: 3rd Step given last Monday

16-37:

USC: Withdrawn

16-38:

USC: Settled we got pay request

16-39:

USC: Withdrawn

17-01:

USC: Withdrawn

17-02:

USC: Hold timely need info, 15B and F5 will be the violation

17-03:

USC: At 3rd Step

17-04:

USC: Should be senior move, asking to make EE whole and make senior move.

MSC: suggested EE look at his schedule and he should have been compensated

USC: Hold Timely and follow up with EE

17-05:

USC: 3rd Step given last Monday

17-06:

USC: 3rd Step given last Monday

17-07:

USC: Tag along off of grievance 17-04, we are going to follow up on 17-04 and then go from there. Hold Timely

17-08:

USC: We believe letter of reprimand should be reduced to a coaching

MSC: Wants to follow-up with Vocana to shore things up

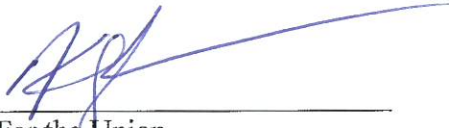
USC: Hold Timely

17-09:

USC: 3rd Step given last Monday

We also asked about 2 grievances that we have had no response to. Dave Davis pay issue from December 26th in Tom Day's hands, and Danny Poe grievance, Sloderbeck looking in to this.

Meeting Adjourned.



For the Union



For the Company