

Standing Committee
April 18, 2019

USC: Keith Wright, Danny Poe, Gabe Shefstad, Bill Dombrosky, Mike Smith, Bill Kerr, Mark Nicholson

MSC: George Jones, Heather Bogle, Collins McClains, Emily Riggot

Union Agenda:

- Danny Poe asked about getting people off #2PM to cover doing pulp for the down and leaving Paper Machine short handed
- Issues with 2 week schedule, we are not getting them anymore. This is the 1st HR heard of this. George Jones is going to follow up on this. They are also going to look into the 2nd week schedule that comes out but changes again on the following Fridays, so it's not really a 2 week schedule. HR will give feedback after they look into
- Creative scheduling in Woodmill-It's been brought to our attention that there is 4 people taken out of the ladder to do prep for the down and the 4 people are creating their own schedule while people are working extra shifts to cover them. George Jones is going to look into this and get back with us
- Call times for coverage for Joint Standing Committee, Emily will go back and fix
- Box Facial with the WPL's being disqualified from the job but getting in trouble for decisions made, also still doing the job. Keith Wright wants to have the Standing Committee know when an employee gets disqualified or have a Standing Committee member there when this happens
- Notice for Distribution of CBA- Can we have these in the clockroom for employee to pick up? George said this is fine, but wants Bill to draft something up to make sure people only get one.
- Woodmill vacation allotment
 - Screen room-2 people off per week
 - Tugs- 2 people off
 - Cats-Only 1 off per week, and they have 8 people

Percentages don't line up, George going to ask Phil Wanke on how he figured this out then get back to us

Company Agenda:

- Attendance continues to be an issue working thru the discipline process with several people
- EE's probation extension, dealing with personal medical problems, asking to extend new hire probation to a total of 120 days instead of 60 days
- Compressed rate topic- George Jones talked about how we communicate the compressed rate to new hires. Bill Kerr gave explanation on how he tells new hires when they go down to the hall. Bill is going to sit down and try to come up with something to help the new hire's understand
- Sick Leave reinforcement: Making sure new hire's understand the process they need to go through to cover sick time. Bill thinks we need to come up with a handbook to hand out to new hires that cover this. George suggested that this team maybe work on some sort of handbook. Bill Dombrowsky is going to start working on this with Gabe Shefstad with Collins from HR

Grievances:

17-20:

USC: Asking for pay verification

MSC: Still working on this, but will get paid

17-32:

USC: Asking for pay verification

MSC: This has already been sent to Jaime to be paid. Emily will see when this was done so employee can look back at paycheck to make sure he received pay.

USC: We are asking that Standing Committee gets notified that it was paid.

MSC: George will try and make sure this gets back to Standing Committee

USC: Accept offer with pay verification

19-02:

USC: Waiting for response, we never received anything

MSC: George said he sent response on 3/21/19. They agree to pay 3 hour call time to grievant

USC: Accept the offer with Pay verification

19-04:

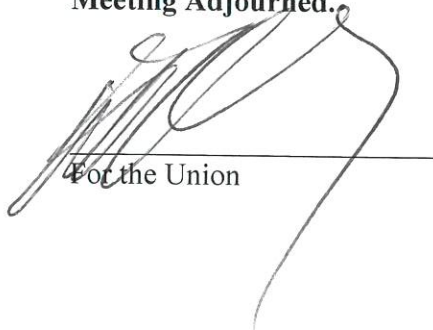
USC: Withdrawn-Lack of merit

18-26:

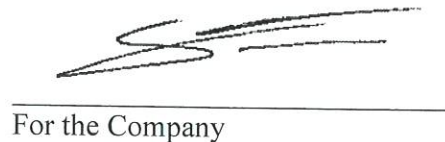
USC: Still waiting for response, we sent something back in writing to George on March 20, 2019

MSC: George wants to review with team, Hold Timely

Meeting Adjourned.



For the Union



For the Company