

Standing Committee  
April 19, 2017

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

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

**Mill Manager Update:**

- Safety Advocate classes went well, they are planning on some makeup classes after the down.
- Our recordable rate is still high for the year, but we are processing high potential risks very well
- PM% Natural gas nodes went very well
- WE are spending ½ million dollars on piping work and smelt dissolving tank during the down
- We are focusing on fire protection audits for the mill down
- Another mill had LGV fall on someone's foot so we need to be aware of the risk
- Environmental: We had an unannounced hazardous waste inspection last week that went well
- We still have a temporary acid tank set up by the Kraft mill
- Chip mill project is moving along we just got the air permit and should start the see construction in June. Also the storm water project is also moving forward in that area
- Things are still pretty slow from a business perspective we are 2.3 from this date last year. Some of the reasons are the recovery boiler and TAD paper not having a good year
- Napkin Folder #44 will see 8 weeks of curtailment, Box Facial could go to a full schedule, some curtailment may come on the tissue side, but not sure
- Big Capital projects out in 7, 8 & 13. Core cleaning project should be up and running soon and also new core machines for 7 & 8 coming soon.

**Company Agenda:**

- Attendance update:  
We have 29 people out on long term disability  
58 at Coaching, 38 at Written Reprimand,  
2 at suspension or termination
- New Hire: We just had 9 new temps come in today, also had 1 new intern and 1 new engineer
- Kronos Implementation: New job bids active now thru email, training coming up after the down. Go live date in June
- Organizational changes: MSC is looking for feedback on 1&2PM (see notes on our #1 agenda items)

### **Union Agenda:**

- We gave a proposal to go and have hourly EE's on 1&2PM take over scheduling for a 6 month period with management approval. During that time there wouldn't be any grievances filed from 1&2PM about scheduling. MSC feels having 1&2PM take schedule over wouldn't solve any of the problems. They want to get rid of ground rules. Ian feels that the ground rules are not time consuming for management but restrictive, Ian feels that they are restrictive and not competitive. This is not what MSC wants so they are going to come up with their own solution
- Box Facial new schedule is an issue, employees are not very happy with the new schedule. They are wanting to get back on a compressed 4 crew schedule. Heath G said they are really thin and this schedule is short term. He is waiting on the final math for an actual forecast on numbers to determine what kind of schedule to run. The goal is to get to a compressed schedule as soon as they can.
- Issue's with grievances not being settled at 1<sup>st</sup> step. Ian said if a supervisor make a decision to settle at 1<sup>st</sup> step, but the grievance is not a contract violation HR will overturn answer
- Issues with new FMLA Segwick System. Heather Bogle is aware of some issues and is working with their claims department to solve issues
- Blade grinder Bid, George Jones said they are working on writing up a job description and plan to put out a job bid soon

Ian talked about shift differential on Oregon Sick leave days, on people not being paid that and will be paid after Kronos takes effect, also people getting paid 14 hours of shift differential pay and only working 12 that will also change.

### **Grievances:**

#### **16-33:**

USC: Accept with offer

#### **16-35:**

USC: Withdrawn

#### **16-36:**

USC: Waiting on response

#### **16-37:**

USC: Withdrawn

#### **17-02:**

USC: Withdrawn

#### **17-03:**

USC: Withdrawn

#### **17-04:**

USC: Reject offer and ask for the weeks prior too as it was written.

MSC: George says they will only pay penalty one time and they asked for exact dates that grievance is talking about

**17-05:**

USC: Arbitration

**17-06:**

USC: Arbitration

**17-07:**

USC: Hold Timely

**17-08:**

USC: Re discussed, MSC response was that EE received moc email. We feel if there was a verbal coaching the moc would have been done.

MSC: Said expectations were not met that is why a reprimand was issued

USC: Hold Timely

**17-09:**

USC: At 3<sup>rd</sup> Step

**17-10:**

USC: We feel like these were 2 separate issues, 2 months apart and feel like this might be a personality issue between 2 hourly people.

MSC: Heath wants to tie off with Dan Vocana

USC: Hold Timely

**17-11:**

USC: 3<sup>rd</sup> Step, Bill spent morning going thru this CBA and past CBA's. We are asking for all resource employees to be able to put in for a day off to day off vacation look in contract (26:L1)

**17-13:**

USC: We would like to purpose that we do put him at the bottom of the B pool slot not resource pool. We feel like resource pool is a labor pool

MSC: Heath asked when the Jr person that would be displaced got there bid?

Management feels that he made a choice to stay in labor pool

USC: Hold timely waiting for decision from HR

**17-14:**

USC: Employee filed grievance and shop steward got involved, asked supervisor to pay. Supervisor agreed to pay grievance then sent it to Kay.

MSC: George is going to talk to Kay and ask her opinion of it was

USC: Waiting on answer from HR-Hold Timely

**17-15:**

USC: We still have not received a written response for this grievance

MSC: We feel like there was not any respect in what employee wrote in log. HR feels he was very disrespectful and George said there was ongoing issue with this person

USC: Waiting on answer from HR-Hold Timely

**17-16:**

**USC:** Hold Timely-Sent out Information Request

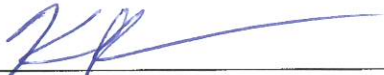
**17-17:**

**USC:** Employee was scheduled 6 days in a row and should have gotten the 7<sup>th</sup> day as overtime

**MSC:** Going to look at it and give answer

**USC:** Hold Timely

**Meeting Adjourned.**

  
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For the Union

  
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For the Company