

Standing Committee  
May 15, 2019

**USC:** Keith Wright, Danny Poe, Bill Dombrosky, Mike Smith, Bill Kerr, Mark Nicholson, Jennifer Byrum (notes)

**MSC:** Heath Gibson, George Jones, Matt Peat, Heather Bogle, Collins McClains, Emily Riggot, Joe Shaw

**Union Agenda:**

- Asked about handing out contract books in clock room? Head clock room attendant said they can't hand out union stuff ever. George will have a talk with them
- If you have been out on S&A how long do you have to work before you can go back on S&A? Company said it depends if it's a new condition or the same condition. New conditions right away, and same conditions 30 days but Heather Bogle will look into to make sure and back to Bill Dombrowsky
- Salary doing hourly work during the outage, need to have a talk with Salary members. One in ABT and one on #6PM. One changing filters and one installing swing gates. They will have a discussion
- Bill Dombrowsky brought up employees on their 60 day probation that are not cutting it in the department and they are still keeping them. Emily said there employment laws they have to follow also. We are wasting a lot of time training people that are not cutting it. Danny Poe asked HR to talk to Department Heads to let them know if people aren't progressing they can get rid of people
- Resumes for Job Bides- There is nothing in the CBA that states you have to submit a resume. Emily said you can submit a letter of interest explaining your past job experiences and your interest in the job
- Some people still aren't getting a 2 week schedule. George talked with Kay and she has been swamped because of outage and they hope to get back to it after down. Also Department heads changing schedule after schedule came out and it doesn't show up on Kronos app. Department Heads should have responsibility to call employee to notify employee of change

**Company Agenda:**

- Attendance
  - 31 at 1.0%
  - 66 at 1.3% or above
  - 12 people on probation, new hires that have attendance problem
- Compressed rate topic- Gabe and Collins had a meeting on Friday. Collins want to have a one on one with Bill Dombrowsky also. They are working on a guide for new hires n how to figure out the compressed rate and other mill policies on a word document or website they can look at if they have question. (online guide will be up to date) George wants to have a guide we can all look at and review at the next meeting. Create a small card to attach to badge with clock rom info #'s
- Sick Leave reinforcement-Just having
- Vacation Follow-up-Wood Yard- George said it has been like this for the last 3 years the way it's laid out. George asked what the options are. Keith w said there are junior people getting vacations over senior people. Bill Dombrowsky is going to look into this and maybe come up with a proposal to bring back

- Special Assignment(Wood Yard) 6 people on special assignment has been this way for several years 1 moved up as a planner and 5 helping on coordinating the jobs, Danny Poe asked if they can allow 6 people out on Special Assignment why can't they allow more vacations in Department. George said they staggered people this year.
- Probation Extension- EE 2 weeks training before shutdown, would like to extend an additional 60 days to evaluate and opportunity to train while in operation. Standing Committee agrees with that
- Unfreeze EE- She has been frozen on Napkins and wrote Emily a letter and has requested to unfreeze to move up to WPL. Standing Committee agrees with this

**Grievances:**

**17-17:**

USC: Need pay verification

**17-18:**

USC: Need pay verification

**17-20:**

USC: Based on Global Settlement

MSC: George said we need to look at each one

**17-21:**

USC: on 5/3/18 discussed at 3<sup>rd</sup> step and decided to send it back to 1<sup>st</sup> step

MSC: Emily said she will look at her notes, and get back to us

**17-22:**

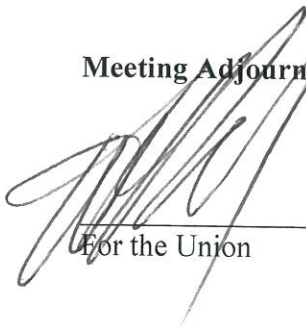
MSC: Emily looking into this after talking to Keith W last week

**18-26:**

USC: We send a proposal email and never got a response back from company

MSC: George will look into this

**Meeting Adjourned.**




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For the Union




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For the Company