

Standing Committee
May 17, 2017

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

MSC: Grace Huang, Austin Truman, Lauren Martin, Heather Bogle, George Jones, Heath Gibson, Joe Shaw, Steve Francouer,

Union Agenda:

- 30 day extensions on 3 bids Union is okay with all 3 extensions on bids but we hope the intent on the extension is for qualifying the employees
- We feel that approved vacations should follow bid movements and vacations should follow. George says a bid is voluntary and they need to speak with management to see if there vacations can be taken HR is going to look at verabge on the Wood Mill bid and get back to us on what they decide
- Discussion on time to respond to call ins could be a safety issue. Heather is going to check into weather a delay of a few minutes in between calls can be made. She will get back to us when she finds out.
- We wanted to know how many temp workers are staying. Company said they hired 4 temps to permanent as of 5/1/17. The next few they are hiring fulltime will start 6/1/17
- Any info on the misinformation on retirement? Heather said when a person comes to her, she gives them a handout and refers them to Hewit. If employees are receiving wrong information from Hewit they need to let HR know and they can work on the miscommunications with Hewit
- Maintenance apprenticeship program- We have had people ask if the program closed for people to still be able to get on the list and but books or is it still open? Joe Shaw will look into it and let us know

Company Agenda:

- Attendance update:
 - 36 people at 1.3 or above
 - 34 people on long term disability, 2 are going to be terminated due to no response
- 10 temps to hired started today and ½ of the temps have paper mill experience
- Last night around 4:30 HR pulled a bid down. They said they need to look at the verabge and pay rate of the bid. Should blade bid be a tiered structure or maintenance pay scale. All 9 people that were on bid at the time were sent emails.

Mill Manager Update:

- Just finished monthly safety meeting. Startup from the down is going well. 1st couple days of the outage were strange, there were barley any learning events that came in but more came in towards the end of the down. There was one lockout issue in utilities but got caught
- Steve went out and did some auditing on how the down was going and if employees were communicating with contractors well about lock outs. Response was good.
- We had a capacity issue on the boiler on Sunday
- We had someone fid a leak in the clarifier out at secondary it could have turned into a big issue if it wasn't found

- The cost of the down was pretty good, we had cracking in basement of M&D but all in all went well
- 2 contractors with recordable- 1 bee sting and 1 burn on the hand
- First Aids- 1 contractor with a turned ankle and 1 contractor didn't feel good after breathing in fumes
- Steve says thanks for all the hard work and finds that would of cost down time in the future.

Business Update:

- Sales are still low
- Through March we have made 15 thousand tons less than last year
- TT8 will be curtailed an extra week

Grievances:

16-36:

USC: Withdrawn

17-04:

USC: Should be paid the difference between B&A pool for the dates on:

- 01/16/17 thru 01/20/17
- 01/25/17 thru 01/28/17
- 02/02/17 thru 02/04/17

USC: Waiting on an answer

17-07:

USC: Information Request

17-08:

USC: Move to 3rd Step

17-10:

USC: Withdrawn

17-13:

USC: Move to 3rd Step

17-14:

USC: Move to 3rd Step

17-15:

USC: Still waiting from response

17-16:

USC: Need information request South Converting Resource pool, seniority list and dates people bid into

MSC: George is working with Kay on this.

USC: 2 bids nobody took and they hired from outside

MSC: George said there is an open bid on 3TT right now, so if she takes bid would this solve this problem

17-17:

USC: Waiting on answer

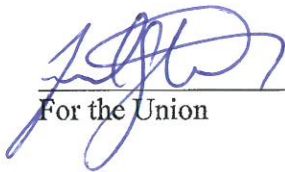
17-18:

USC: Information request for call list for week on 4/24/17 & 5/1/17


17-19:

USC: Information request for scheduling

Meeting Adjourned.



For the Union



For the Company