

Standing Committee  
May 20, 2020

**USC:** Keith Wright, Danny Poe, Gabe Shefstad, Mark Nicholson, Bill Dombrowsky, Jennifer Byrum(notes)

**MSC:** Emily Riggott, George Jones, Matt Peat, Heather Bogle, Phil Racine, Jeremy Ness

**Union Agenda:**

- Update Mill Seniority list-We just want it updated, George will shoot out the note
- Staggered Start Times-Are any areas still doing it? At last meeting we asked to get rid of this. Emily will get feedback and get back to us
- Precisions techs for 7/8/13 Unitizing and South Converting? Have offers been made? 7/8/13 have been offered and south they are still working on this. Precision Tech Mech was reposted. They offered on qualified mill seniority of Electrical. Unitizing and 7/8/13 plan on starting their side next week and start rate retention for Tracy Hardester and Garret Westerholm
- Sign off on 3<sup>rd</sup> step of Josh Gentile? Gabe Shefstad here to sign for Bill. Our stance is he goes back to resource pool
- Gabe asked how we are doing on Recast Org? George needs to have Mike Burkhart talk to us and explain to us next meeting or if we need sooner we can

**Grievances:**

**20-01:**

**MSC:** George sent to Melissa

**20-02:**

**USC:** We sent an Information request to Company and Matt Pete will send email to us.

**USC:** Hold Timely until we get all info

**AMT Update:**

- AMT update with Jeremy Ness talked about the scorecard for the payout. Discussed how the scorecard gets scored and the targets from each
  - North Converting
  - 7/8/13
  - South Converting
  - Paper Machine 6&7
  - Paper Machine 1, 5 & 2This was a trial at our Mill and will start on July 1<sup>st</sup> at all other GP mills
- Jeremy Ness also talked about how we are doing on the 56b million cost cut. We are doing well on productivity. We are falling behind on fix spending, in general we send around 30 million on materials where other mills spend around 18 million. We are trying to get ahold of the nonessential spending going on in the mill. They don't want to lay people off in the mill and want to have people in the right rolls. 20 fewer salary people by next year

## Company Update:

- Attendance:
  - 13 Admin Suspension
  - 27 Reprimand
  - 2 LCA
  - 95 received coaching in the last year
  
- Robot Room org changes-There intent is go to 1 person in Robot Room and have the rest of people go to Resource pool. Keith Wright said he feels that is unsafe to have 1 person working with a Robot. Jeremy Ness said they only have 3TT going to Robot room and HHT 1 unit every ½ hour from 3TT. Eliminate the Quickstock position and have 3TT people fill in if needed. But displaced workers would get asked 1<sup>st</sup> to come back and have Rate Retention rights. June 8<sup>th</sup> will start. Danny Poe asked Safety Department to be involved with this decision. Emily will email changes to us to look over
- Material Handling Capabilities? Phil Racine update changes with digital core receiving and distributing materials. Having problems with roll inventory on #6PM. They want to have 4 people in PM6 basement working with delivering paper because LGV can't keep up with 4 winders. Move the 4 people in Basement PM 6 to be in the material handling group then they would work with other material handling ladders in South Converting. 1 job class for all material handling capabilities.
- MSG Changes-Possibility of changes that might happen in MSG. Looking into buying the side dump again and reviewing on how to use resources in MSG best to the mills advantage. Phil Waranke to work with team in changes. Reduction of 4 people in MSG group. Still having conversations on this and will work with standing committee, Jen said when talked about buying side dump no jobs would be lost
- Wood yard Organization walk thru. Phil Waranke talked about this change proposed. Currently 4 people on the boats, chip test, screen room and CATS are different ladders. They want to go to 1 ladder. Starting out at the bottom you would have Tech 1 would be 1 relief and Chip Test OP and Crane OP. Tech 2 would be Screen Room and CATS then there would be 1 Master Tech. Go from 26-22. Boats are out of the Ladder. Wages are still being talked about. Bill D said before they go to this they need to have guidelines to how they cover Overtime on who covers what. Phil showed the Org changes that have come from the wood yard team. Having 2 CATS on nights 1 of them might be doing cleanup
- Upcoming Holiday Observance-7/8/13 are going to observe the upcoming holiday for some downtime for shortages on paper. Unitizing will also be running at a reduced crew.
- Resource moves into Labor Pool-Robot room to south Converting potential moves out of MSG and potential moves out of wood Yard, people might be moved from Resource Pool to Labor Pool and HR is tracking this to move people where they are needed. George said as a Joint Standing Committee that we need to work together in getting people where they are needed and if we have any thoughts or suggestions. We said we need to move faster on bid lists. Nathan Poor moving to bottom of Box facial ladder. George said we need to talk more about this. Bill D said Phil Waranke decided to keep him past his probationary period even when they said he wasn't cutting it on the boats. Emily will take our point of view and look into this. Entry level job should be a job you can learn in probationary period. Danny Poe will send emails to HR

- Relinquished Blue slip- There is a question out there about someone in South Converting who wants to relinquish his blue slip to go back into Resource Pool to wait for a material handling position. We feel he can, but he goes to the bottom labor pool and rebid to resource pool and make sure he understand he goes to bottom. Bill D said he can stay over tomorrow and talk to the guy so he understand and clear on a path forward.
- Rate Retention for OBWS (WPL-Master Tech). Just wanted to be clear that when it starts the WPL going to Master Tech will have rate Retention for 6 months
- Camera Notification-Eliminate gate guard and replace with a camera. The camera they want to purchase has a voice recording capability but it will be turned off

**Meeting Adjourned.**



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For the Union



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For the Company