

Standing Committee
June 17, 2015

USC: Mike Smith, Paul Burgher, Keith Sloderbeck, Frank Stuhr

MSC: Ian Dieter, Emily Riggott, Heath Gibson, Dave Hathaway

Company Agenda:

SPOT Bonuses

MSC: 20 spot bonuses given

USC: Asked for reasoning for each

Section 6

MSC: Union overstepped Section 6 of the contract which refers to an interruption of work. Bullying and interference from union officers and others about work that is being completed by other individuals is not acceptable. If the union or others have questions those questions should be directed towards the managers or HR. If it happens in the future this could be grounds for discharge as outlined in the labor agreement.

USC: Contends merely investigating concerns and grievance issues.

MSC: Should not complete union business while on company time.

USC: Feels with lack of communication with upcoming changes of job duties, our members concerns need to be investigated so we know what is going on.

MSC: Those questions should be directed to the managers or HR if you have concerns.

Union Agenda:

HHT #1 Bump Rights

USC: asked again for bump rights for the 2-3 employees.

MSC: position hasn't changed, they aren't entitled to bump rights.

USC: will file a grievance

Core Machine

USC: Training HHT#2 employees on core machines, concern it is hit and miss training

MSC: Company states purpose is to get them trained. Next week they will train HHT#2 employee's with dedicated trainers.

USC: Is also concerned what the purpose of this is, because it is different job ladders and blue slips.

MSC: is evaluating HHT making their own cores and they had layoffs this week

Dragon Room

USC: what changes are coming in the Dragon room?

MSC: is unaware of changes in Dragon room.

USC: heard quick stock operators are loading trucks of product to go to warehouse instead of loading trains.

MSC: has no plans to implement that, it is an option, but 1 of many options.

Napkins Intermediate Adjuster changes

MSC: Plans to eliminate the Intermediate Adjuster role. Also, to improve consistency on #49 asked for volunteers to be assigned there so it has the same crews day in and day out. We've seen an increase in efficiency by 10%.

USC: For those being displaced needs to be rate retention and ladder reassigned by seniority,

MSC: yes rate retained by contract

USC: Is #44 considered a consumer machine and will be operated by a blue slip consumer operator?

MSC: yes

Shift Coaches on nights – to have one point of contact in complex to support the business.

USC: Asked what they are being paid.

MSC: States their blue slip rate.

USC: Are they on special assignment or out of bargaining unit?

MSC: No

USC: How does it work when they get a call and have to leave machine?

MSC: Contact WPL in the area when need to leave.

Pulp Unloading

USC: Asks whose job is it to unload train cars.

MSC: Needed to do further research to understand. Did not have an answer.

East side maintenance

USC: Asked if any changes from last meeting, how East side maintenance is being staffed

MSC: No farms outs or in, except for E&I

Drug Screen

USC: Asked to have monthly report secured with time stamp, company said no it is their right to test, if employee has concerns they can come talk to HR

Vacation for Lay off employees

USC: Asked for eligible hours to verify vacation eligibility for employees that were laid off?

MSC: States they all received 1 week vacation.

Layoffs

MSC: No layoffs this week

Grievances:

14-34:

USC: Withdrawn

14-37:

USC: Hold Timely

14-38:

USC: Hold Timely

14-39:

USC: Waiting on answer from 4th Step meeting

14-43:

USC: Pay verified-Settled

15-01:

USC: Hold Timely

15-02:

USC: Pay verified-Settled

15-03:

USC: Hold Timely

15-05:

USC: Hold Timely

15-06:

USC: Hold Timely

15-07:

USC: Hold Timely

15-08:

USC: Hold Timely

15-10:

USC: Hold Timely

15-11:

USC: Accepted settlement 4 employees to be paid 13.5 OT and call time

15-12:

USC: Pay verified-Settled

15-13:

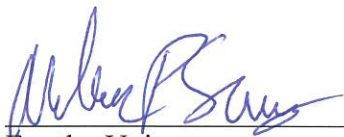
USC: Move to 3rd Step

Appeals:

A15-05-Hold Timely

A15-06-Hold Timely

Meeting Adjourned.



For the Union



For the Company