

Standing Committee
June 17, 2020

USC: Danny Poe, Gabe Shefstad, Mark Nicholson, Bill Kerr, Jennifer Byrum(notes)

MSC: Emily Riggott, George Jones, Matt Peat, Wade Johnson, Bob Hess

Union Agenda:

- Confusing on coverage for the Shift millwrights/Shift Electricians-Recently a guy worked Sat-Tuesday on a shift and was supposed to go back to days on Thursday and Friday but was told by Dave Hathaway that his Thursday and Friday shift was canceled so he only worked 4 days in 2 weeks. Emily is looking into this
- There was an employee in South Converting was given a blues slip without even working in department. Att Pete said they moved him back in resource pool. Union is asking that they give these employees a chance to train in all departments in South Converting also give them the same 60 day window to see if they like the job. Asking for that guy to get put back in ladder where he was originally at, Emily will look into this

Grievances:

20-01:

USC: We asked that this go back to the 1st step and settle this.

MSC: George said he said they didn't agree to this sending back to 1st step that's why they sent the letter back with added verbiage.

USC: Bill said this was a policy he never said it was a MOA, We are saying we had an agreement that this was being sent back to 1st step and now this is changing. The settlement offer was sent to us by the company but we don't agree with the offer, Hold Timely

20-02:

USC: Todd T getting passed up for Master Tech position, all reviews we saw were good. We are perplexed by why he got passed up for the job. Gabe said that the personality conflict and his interactions with people were not brought up in his interview and was qualified.

MSC: Matt Pete said he had coaching on this

USC: Union asked for someone neutral to be in on this, but it didn't happen. He should've been given the job with a probationary period to see if it worked for him. The Company choose to go with someone with less seniority that said in his interview he doesn't like being told what to do

Danny Poe brought up some problems we are still having with the Company:

- No Call
- New hires being told they are coming to a hostile Department
- Not receiving call backs to standing committee members

Company Update:

- Attendance-Just some coaching going on
- Aligned incentive pay-Clarification has gone out on who is receiving it and not receiving pay and why they are not getting the pay

- AMT incentive pay- Change on how the pay will be done. Will have more info on next meeting right now we are at a 3.7% on our new AMT timeline
- New hires moved to Kraft Mill-New hires were moved from Converting to train in Kraft Mill and if they don't make it Company is asking if they don't cut it in the Kraft Mill can they go back to Labor Pool. Mark asked how can they blue slip new hires to the Kraft mill when they are in there probationary period? George Jones said they are not blue slipped but are asking if they don't want to stay there because aren't cutting it can they go back to the labor pool. Bill asked if they can just open up new hires to be able to bid while still on probation period. Gabe asked if we can have some time to talk about this and we can get back to the company
- Social Distancing Policy-Yes we all received it in our boxes at the union hall
- Wood yard changes coming up July 20, 2020. Gage said they talked to the Wood Yard and they are concerned for the safety aspect of this. When they ask about how all the changes are going to happen, they don't get a straight answer from Phil. They are also worried about moving shift to shift and not having a home crew. A new proposal was sent out on Monday that was supposed to be a proposal from the operators but we don't think all operators were involved because there are still a lot of concerns. Also got concerns about Phil asking CAT operators to go up to Screen room on nights and leave one CAT operator by himself being a safety hazard. Emily asked maybe George and Phil can sit down and talk through this with Gabe and Mark with concerns on safety to get this done. George will set up a meeting
- 3TT Schedule-They have been asked to run no more than 84 hours a week. They discussed a Monday thru Wednesday 8 hour shifts and leaves Thursdays for down work. Gabe asked that's only leaves them working 32 hours. They said they might be able to use people in other departments to work the last 8 hours. Mark asked why they can't just have 2 8 hour shifts working 5 days a week. They would get their 80 hours in. Matt Pete said just talked to one person, Kevin N about it. Gabe asked maybe they can have 2 crews 10 hour shifts 6am-4pm and 6pm-4am that way only have 2 hour down time between shifts. We are asking to come up with 3 proposals from the people working in the Area's. Matt Pete is going to talk with more people but they want a proposal soon.
- Union mentorship and coaching process- Retention is one of the things they are having problems with at the mill with employees 1 year or less. They are asking for union help to maybe give some time to talk to employees and mentor them about paths they can take to better their career at wauna. Bill asked maybe they can do a video on each department on being a descriptive video on how it really is in that department. Bell mentioned Marie Gorley on having Safety advocates involved in this.
- Gabe asked about getting boards-by car wash and turn styles put up on union meeting days to remind people they can show up to a meeting and ask questions. Emily will look into this

Meeting Adjourned.

For the Union

For the Company