

Standing Committee
August 16, 2017

USC: Curt Ollila, Mike Keyser, Keith Brace, Frank Stuhr, Keith Wright, Jennifer Byrum (notes)

MSC: Grace Huang, George Jones, Joe Shaw, Lauren Martin, Heather Bogle, Shawn Woods

Company Agenda:

- Attendance update:
50 people at a 1.3 and above 3 at termination stage for not taking care of FMLA paperwork
- New Hires: 8 new Temps starting next Wednesday. 2 people hired to fulltime

Union Agenda:

- Keith Wright is new standing committee chair, He will be starting after this meeting
- Discussed Weingarten rights, Employees have right to have a shop steward if they ask. George will talk to supervisor about this
- Kronos-Lack of training and availability of accessing from home
- Encardia- we are not getting updates from Company when they get rid of temp workers or when company hires temps full time. We are asking for this info in a timely manner for Melissa smith at Union Hall, heather Bogle will take care of this
- It was brought up from ABT with safety concerns with temps with the turnover. Standing committee is going to follow up with ABT about this issue
- Problem with Kronos calling people on their vacation. George will look into this with the IT department

Grievances:

16-27:

USC: Asked if the moves have been made since herb retired. Has EE been considered for position?

MSC: Heath was not there but will ask

17-04:

USC: Accept the offer with pay verification

17-07:

USC: Employee should've been moved starting 1/6/17 then on shift move would have been his on 1/18/17 & 1/19/17. Asking for 21 hours of pay between B & A pool and pay 2/16/17 at A pool

MSC: George doesn't see that they would ever pay a penalty twice, George will look into 2/16/17

17-08:

USC: 3rd Step-Curt asked to remove letter of reprimand and change to a coaching

17-09:

USC: 3rd Step-Moved onto Area rep out of 3rd Step

17-11:

USC: 3rd Step-Accepted letter of response

17-13:

USC: 3rd Step

MSC: George said language in CBA that gives us right to make changes in ladder page 32 B1

USC: All we are asking is to put him on a permanent crew until he retires

17-14:

USC: 3rd Step waiting on response

17-15:

USC: 3rd Step-Asking for letter of reprimand to be reduced

17-17:

USC: Accept offer

17-18:

USC: Should have been scheduled per guidelines #1&2PM have scheduling guidelines on how to fill vacancies, waiting on answer, Hold Timely

17-19:

USC: EEs on mill site and should have been asked. Another EE told WPL that EE wouldn't want overtime, asking to pay EE just as he worked. Does not absolve company if call in not done right

MSC: George asked if it was a junior employee or was employee who worked out of his classification

USC: Hold Timely

17-20:

USC: waiting on Information request and submitted another one Hold Timely

17-21:

USC: Need Information request for Department schedule week of 5/8/17 & 5/14/17 Hold Timely

17-22:

USC: 3rd Step-Company stopped paying shift differential on overtime. We said they need to add it to hourly rate as per section 8 of contract

MSC: George wants to get with Ian Dieter to make sure Kronos is lined up and pay lined up

17-23:

USC: Waiting on response from MSC

MSC: Hold Timely until they can investigate and give 2nd step answer

17-24:

USC: Move to 3rd Step after seeing company response

17-25:

USC: Move to 3rd Step

17-26:

USC: Have not received information request-Hold Timely

17-27:

USC: week ends on 6am Monday morning 6/26/17 this should have been on previous week schedule for Sunday Overtime. So it would have been a change to previous weeks schedule asking for call time

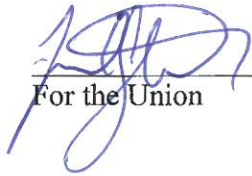
MSC: George asked if the early come in on the schedule posted the Friday the week before and the company has the right to change start time and stop times of employee

USC: Hold Timely

17-28:

USC: Move to 3rd Step

Meeting Adjourned.



For the Union



For the Company