

Standing Committee
August 19, 2020

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

MSC: Emily Riggott, George Jones, Heather Bogle, Matt Peat,

Union Agenda:

- 2 weeks canceling vacations we have never had agreement to this. Thad Bodenhamer tried to cancel his vacation but not allowed then found out Matt Issacson got to cancel his vacation 1 week out. Its ok if you don't want to allow another vacation in department but should let Thad cancel his, he is on sick leave. Union feels like 2 week should be canceled. Dave Keller should get his vacation because 2 slots are open the week of the 31st of August. HR will look into this and we asked to look with urgency because Thad's vacation should be canceled this week so he doesn't get paid out and next week is the week Keller wants. People on sick leave should not be counted in vacation allotment and it has always been that way.
- Bob Bolding freeze-Union was not told he wanted to freeze at the rung below not the job he is working, so if he freezes at that lower job he can't move up
- Confederate flag policy-Union feels like that Black lives matter should not be allowed. Company feels if we have issues on stickers or shirts people are wearing please bring to HR
- Electricians-We are losing them really fast. HR is actively looking into this. Union feels like they should be paid more, HR is looking into other avenues to retain them.
- PM7 staffing-The bids are being held up still. We have 2 bids out there and they haven't even filled the 1st bid and are pulling people from the 2nd bid. We are so short handed and people are working way to many shifts in a row. People are getting left alone and safety is being compromised. We need to train people up.
- If you don't plan on paying call times for Pulp Slab voluntary work, you need to post that. Covered in Company part

Company Update:

- New Hires-3 more in August-8 more in September plan to take the 3 to go to 1&2 PM. Then 3 more to go to unitizing then south converting for the rest
- Attendance:
 - 92 at coaching
 - 2 on Last Chance Agreement
 - 7 at Admin Suspension
 - 31 at a Reprimand and there will be 7 new this week at coaching and 1 moving to suspension
- Mask Usage- Trying to figure out the annual outage and seeing what masks are going to be worn during down. Company wants to make sure they are doing the right thing to make sure we are safe. Might also require people to wear all the time just not when working within 6 feet of each other.
- August 31st pay cycle effective Compressed MOA starts-Would see on the September 11th Paycheck. Company will send out a notice about the Kronos configuration about the pay before it starts
- Additional Work Board-There is a link on the job bids site to find voluntary sign up. Company would still use the call in process through the clock room. Union asked to put on the posting that voluntary work no call time payable, but if you are

calling people in there should be a call time but get paid the rate of pay of that department you are working for. HR will look back into this. Union thinks a call time should be paid. HR said there will be no call time

- Master Tech Relief rate-Company wants to do a relief rate, the old WPL rate for Master Tech Relief. Unions stance is, this is a standalone job and is not part of the progression ladder and should not use people to cover Master Tech jobs that will just create over time in the ladder and they can't even progress up to Master Tech position. Union doesn't agree with this and they need to figure out a new option. They need a new relief Master Tech job. Only thing we would be aligned with is making this in the progression ladder or bidding the job as a relief.
- Allocator Position-There was 7 bidders for the job and they are going to start interviewing for the selection

Grievances:

20-01:

MSC: Company sending back to 1st step for resolution

20-02:

USC: Settled

20-03:

USC: Tracy and Garritt- we will they should go back to their previous spot on 13TT

MSC: HR will talk with Brian

20-04:

USC: Withdrawn, but we would like to make sure there is no on shift move ups because Master Tech is standalone job

20-05:

USC: Correct the ladder on 3TT blue slip

JSC: We align on this

20-06:

USC: Master Tech on July 1st we had a settlement with Todd Thomason which displaced Ryan Whittney then on July 7th Todd went out on sick leave and Ryan Whittney never went back to his ladder position and was left at Master Tech and Tony Lundgren is grieving that he should have gotten the overtime to cover Todd along Brian or Bob, because they should have removed Ryan from job and paid the overtime to the Master Tech.

MSC: George wants Melissa to email and they will look into this

Meeting Adjourned.



For the Union



For the Company