

Standing Committee
September 16, 2020

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

MSC: Emily Riggott, George Jones, Matt Peat, Bob Hess, Heath Gibson

Union Agenda:

- 20-06 Tony L HR was looking into it? Talked about this during grievances
- ABT Management doing hourly work-Chris Verdugo told them that management needed to be out there helping. Dianna and Jeff were machine cleaning, Emily will reinforce with management about this.
- Clarification on the masks for eastside of mill annual down? HR will get clarification out to everyone and also standing committee about expectations
- Wood yard issues-George said he has seen the proposals from Phil Warnake there was 3 options he came up with. Nothing has been done and now there is no more relief pool. We are asking for some clarification and communication on what's going on there
- Bill asked that HR send out communication to the mill about having to run the pay MOA for 8 week cycle. Matt Peat also said that the new hires pay will change, so asked us to reach out to them if they have questions
- New Hire Orientation need to know? We need to get the last group to the hall also. Matt Peat will get the list of new hires to get them down there. Matt will follow up with Bill Kerr on this.

Grievances:

20-06:

USC: Master tech backfill-Matt Peat was looking into this from last meeting

MSC: Matt said he did talk to Heath briefly on this so he will set up a follow up meeting with Bill D and Heath to go over this.

20-03:

USC: This was supposed to go back to the 1st step

MSC: Matt Peat said the changes have been made in my HR and the changes will be made

20-07:

MSC: Company wants the business leader Wade Johnson to attend meeting, Company hold timely

Company Update:

- New Hires August 31st-6, September 16th-7, September 23rd-5, and 8 more in October
- Attendance:
 - 90 at coaching
 - 1 on Last Chance Agreement
 - 8 Suspensions
 - 35 at a Reprimand
 - 198 perfect attendance
- Material Handling Structure-They want PM6 B pool position combined to the material handling. Current bottom 4 B pool people would move into the new roll. Those 4 would be have grandfather rights to go back to PM if opening came up. HR said the new pay would be \$20.25 per hour tier 2 rate. The people who are in material handler positions currently will keep their rate but new bids will be \$20.25. Bill Dombrowsky brought up that when #2PM starts up full time on Oct 4th, material handlers will be taking over pulling from the belt and they haven't had to do that. Bill Kerr also brought up who will cover the allocator position when they are gone because it's a standalone job. Heath said he has had some people come to performance leaders to say they were interested to move up. Bill Dombrowsky said you can't pull someone up to cover because it's a standalone job. Mark Nicholson asked for a detailed list of job descriptions because we don't agree only paying \$20.25 an hour when those jobs paid \$25.78 tier 1 pay. They came up with rate because that's the current tier 2 rate of the jobs. HR will get us an outline this week so we can give some feedback.
- Reliability Specialist- 6 total to be awarded the jobs. Another electrician will be hired in October, once they complete the modules they can get a bump in pay. Leroy Crabb who took another bid will also be given consideration for the job. Bill also brought that Jonathan Dykes is ready to journey out but can't take test because of COVID, Bill asked if they are paying him up because it's not his fault that he can't take the test. George Jones will follow up with this.
- Jeremy Ness brought up that he thinks it was damaging to go into the new pay MOA and back out before we even gave it a try when the company paid \$50,000 to upgrade the pay system. It makes it hard to have trust and work on future MOA's. The trial pay MOA will continue thru the 8 week cycle thru October 25th. Bill Kerr said we did set out in good faith to go thru with the 6 month trial.

Meeting Adjourned.



For the Union



For the Company