

Standing Committee
September 18, 2019

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

MSC: Heath Gibson, Joe Shaw, Emily Riggott, George Jones, Matt Peat, Heather Boggle, Collins McClain

Union Agenda:

- Kraft Mill open bid, people being hired off the street slotting ahead of people on the bid. George Jones said the last bid didn't have enough people on the bid to fill all the slots, so they hire off the street then the 2nd bid has posted and employee who signed bid was still in probationary period and couldn't take the bid.
- Material Handler Coordinator bid- what's going on with that bid that closed at the beginning of June, Reach out to with bid offers September 30th
- Never received information request for 19-08, sent it over after last meeting. George Jones will check he thought this was sent
- Pay verification for #19-02-from April 29th, George will look into this
- Bid info for Unitizing as of January 9, 2017? Shows last bid was January 9, 2017, shows Cory white hired off the street without posting a bid for jobs. Matt Peat will look into this
- No Longer joint resource pool on 6&7PM. Ask about wage rate being paid to new bids. Past practice new bids got B pool rate. We are asking that they get B pool rate. The joint pool didn't work. George and Emily will do some looking into and get back to us
- No paying a call time for people coming in for Pulp Slab, Company saying no call time payable, saying they volunteer, Union says Supervisor asked them to come in, so they should be paid call time
- E&I proposal-Asked to be looked at, they have been talking with Don Berry about this and asked HR to look at proposal. E&I group asking to consider this schedule. Joe is following up with Don Berry

Company Agenda:

- Box Facial curtailment-Notified standing committee that starting on September 30th going down to 2 crews. All dayshifts doing the 4 on 4 off. This has been communicated to all crews but 1 crew still. People bumped out will be put back in South Converting resource pool. They will have option to bid into new department if jobs available. Bill Dombrowsky asked that these people be able to have the right to get the choice to come back if they want to if Box facial goes back to full staffing again. They will look into this. Page 40 #6-12 months to come back to job
- Staffing overview-YTD retention has went from 30% staying to 60% staying now. Stopped using Encadria January 2019, Company is seeing an uptick
- Advance scheduling stats- Knowledge share-Company has been trying to track when the 2 week schedule is posted there is an average of 11 changes per week. They are working with Business leaders to change that by 50%. Standing Committee feels we should just go back to 1 week schedule because it's not working, we need to get the schedule back to Department Heads doing scheduling, Mark Nicholson is going to go around to South converting and North Converting to ask for body input and will talk about next meeting

- Attendance-122 over 1% out of the 122, 73 are above the 1.3%. Danny Poe said that a person from 1&2PM had there badge shut off and was not notified, Matt Peat will look into
- Heath Gibson brought up 7 team members going to Palatka to learn how to run their Angel Soft lines, leaving 1 week from Monday
- Moving Joint Standing Committee-Flu shots going on in this room, so we need to move rooms for next month
- PM& Bids-everyone on that bid is coming from the same Department, so they might have problems
- Why has 1&2PM becoming the machines to shut down and being sent to %pm and Pulp Slab? Since April #2PM has only ran the scheduled 4 days per week, twice.

Grievances:

19-02:

USC: Pay Verification

19-07:

USC: Withdrawn

19-08:

USC: Still need information request-Hold Timely

19-09:

USC: Using this for Mike Cruz

Meeting Adjourned.

For the Union

For the Company