

Standing Committee
September 19, 2018
No Meeting in August

USC: Danny Poe, Gabe Shefstad, Bill Dombrosky, Bill Kerr, Mike Smith
MSC: George Jones, Emily Riggott, Heath Gibson, Heather Bogle, Collins McClains, Don Berry

Union did not receive an agenda from George for today

Company Agenda:

- Benefits change UHC to BCBS emails sent out, higher premiums for not being in wellness program, Bill sent it up the chain about Health privacy
- Pension provider changes for those with less than \$200.00 a month, Bill to get formal copy
- Updated Guiding Principles-Nothing big changes, kind of combined. Questioned about felons, Emily said felons have always been considered. She said case by case, argued that employee's should know about felon's history. Emily doesn't budge in case by case and that they can't discriminate. Not against law to discriminate against a criminal. Company says they don't know
- 2018-2022 CBA-went over the very basics, really no changes, Double checking wage tables
- Attendance- 35 at coaching, 38 at higher level
- Danny said make sure Encadria has same attendance policy
- Company looking at alternatives for more incentive with new hires
- Testing is post hire, no testing done before hiring
- East side and MTC not on performance attendance
- 17 new hires coming soon
- Bill requested more employees than bean counters, thinks we need because of known future retirees
- Danny upset about MSC skipping August meeting
- Danny giving examples of short ladders in his department
- 34 hired ;last month
- Bill D talked about miscommunication with shipping not willing to pull belt when short a person, boils down to new guys training new guys, many examples given
- MTC Material Cordinator-7/8 employee will be jack of all trades for 6 months

Union Agenda:

- 1&2 Married, Tom Day screwed up progression. Explained issues of seniority being displaced if machines split.
- EE has old summer help hire date but is on 2 tier pay
- EE checking personal files, not happy with Heather making you schedule it, use to be on demand. Company claims they are doing it for our convenience.
- Bids frozen? Shorthanded claiming they are doing best they can.
- MOA on schedule notification, Kay says she doesn't have to notify if on vacation, Examples given on supposed to return to nights, but scheduled days. Employee had no service, Emily talked about trying schedule being our 2 week early and dept. making adjustments
- Blue slips for 1&2

- Pointed out that automated call list is not user friendly. Not leaving messages and voicemail if half missing because it starts as phone is doing its own message

Grievances:

18-15:

USC: Poe spoke to employees, many feel grievant needs to be given a chance, she gets moved up to job weekly.

MSC: claims no one will say she can do it

USC: want her to have 1 60 days trial because many before her went thru same claims from other employees

MSC: Grievant doesn't respond to feedback

USC: requested another 60 day training and evaluation. Union doesn't agree with denying permanent move up but weekly move is ok. Need to be frozen if can't move up permanently

MSC: Emily says they will look in to it, Heath says been given enough chances

18-16:

USC: EE shut down converting line and got reprimanded, haven't received information request.

MSC: George thinks this was answered, we will look into it

18-17:

MSC: George says it's in EE's hands with company remedy they recently offered

18-18:

USC: Hold Timely, George's answer never came thru to us

18-20:

USC: Information request, wording in PIP says its potential steps towards discipline, PIP should not be considered discipline

MSC: George claims it is not a file discipline

18-21:

USC: Asks why senior move was not made

MSC: Claims EE wouldn't change vacation

USC: 12 day block can be done no matter what

18-22:

USC: Hold Timely send information request

18-23:

USC: Scheduling guidelines violated

18-24:

USC: EE called at home, Hathaway won't pay call time

MSC: Call time not justifiable, because it's only asking a question about a job being finished

USC: EE saved them lots of time with his answer

MSC: George doesn't understand Maintenance Supervisor locks

18-25:

USC: Similar to #18-23, Violating call in guidelines
MSC: Company acting like 1&2 are equal not Jr/Sr

Notes:

Danny Poe reminded that we would like to meet with Safety Office
Departments not getting "extra" employees schedules

Meeting Adjourned.


For the Union


For the Company