

Standing Committee
September 26, 2017

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

MSC: Grace Huang, George Jones, Joe Shaw, Heather Bogle,

Company Agenda:

- Attendance update:
39 at coaching
43 at above a coaching
2 at termination stage
EE off on Worker's Comp and they are extending is probationary
New Hires:
7 new Temps starting tomorrow. October and November ramping up to 20 per new hire group Frank asked when new hires will go through Focus Training. Heather said they will be scheduled but are waiting on overtime to slowdown and only new GP hires will go through not the temps. Bill said if safety becomes an issue with Temp workers we have the right to pull out of MOA
- Performance based Attendance going to be extended to Paper Machines and ABT and other departments on the Westside. Communications should be taking place October 1st. Frank asked if they will have something in writing. George said no. Frank asked for mill policies to be posted in mill. We asked for something in writing some guidelines to follow. George says CBA does not apply to this to have a policy posted. USC feels if you are going to discipline someone, there needs to be a policy. George said they are not going to provide attendance policy. Bill thinks George can sit down with the group to come up with guidelines. George said that have the right take away current attendance policy and change to performance based attendance policy with nothing in writing, attendance is performance George said

*we cited
The CBA
for Attendance
Section 19
& 20*

Union Agenda:

- Melissa will not be here next month, so we need to have responses in a timely manner
- Contract policies and rules need to be posted- Discussed this during performance based attendance, we want all Company rules that are subject to discipline to be posted in each Department. George asked if we have disciplined a policy that they didn't know about.

Grievances:

17-04:

USC: Asking for pay verification

MSC: George working on it

17-07:

USC: On shift move up-Hold Timely

17-08:

USC: Accept offer- Reprimand be removed from file

17-17:

MSC: George working on pay verification

17-18:

USC: #2PM machine Tender slot-Accept offer with pay verification

17-19:

USC: Still waiting on Information Request still missing schedule for week of April 24th

17-20:

USC: Call job class 4th day off which would have been Dan long, Call list submitted was incorrect, asking to be paid as if he worked.

MSC: George will look in to it

USC: Hold Timely

17-21:

USC: Extra B pool work- A resource pool EE who is not a B pooler, you don't cover resource pool vacation this is extra work for a B pooler not extra work for a resource pool employee

MSC: George will look in to this

USC: Hold Timely

17-23:

USC: Move to 3rd Step

17-26:

USC: Week of July 14th, 15th, & 16th moved 1 person up on crew and covered him with overtime. Vacations was at top position. Overtime should have been covered there. Asking to be made whole for difference between Bleach operator to Digester operator for these shifts

MSC: Hold timely until we look into other factors

17-27:

USC: Move to 3rd step- Note your response says you will own notifying any changes after revised schedules been posted 5am on 6/26 is still the previous weeks schedule need to look at schedule for week of June 129th to see if it was on that schedule

17-28:

USC: Hold Timely

17-29:

USC: EE was removed from PM6 to work on PM5 to do hole watch and clean up on days off. Asking to be made whole the difference between B pool and A pool because overtime was created of a call in on PM6

MSC: George will look in to it and answer

17-30:

USC: Ask to remove reprimand and ask to talk about it in tool box meeting to follow Machine tender or back tender

MSC: George will look into and send answer

17-31:

USC: Contract is clear he is owed money for hours between 5am and 7am, asking for back pay

MSC: George will look into it and send answer

17-32:

USC: Information request for full schedules-Hold Timely

17-33:

USC: Unrecognized legacy task, he should not have been singled out and disciplined. Now that the hazard has been identified need to find a way to mitigate or eliminate hazard, asking for written reprimand be removed from file.

MSC: George will look into it and answer

17-34:

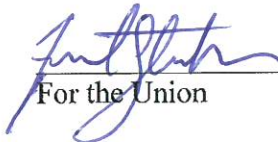
USC: They are not trouble shooting and not training Please educate EE's on 33D in Contract book

MSC: George said they have been talked to.

17-35:

USC: Information request for mate list for ABT for week of 8/21/17 thru 8/27/17-Hold Timely

Meeting Adjourned.



For the Union



For the Company