

Standing Committee
October 16, 2019

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

MSC: Emily Riggott, George Jones, Phil Racine, Heather Boggle, David Koenig, Heath Gibson,

Union Agenda:

- Scheduling 2 week-Standing Committee wants to get rid of the 2 week schedule. Go back to the 1 week schedule. Bill said we should go back to the performance leaders doing the schedules. George asked if we had a chance to get feedback from other departments, we said no, George wants us to get feedback.
- Unions opinion, not following contract when it comes to bids, already talked about.
- Josh Gentile- 3TT-WPL- He is back in resource pool but if a WPL position opens up in the Department they want to use his skills and resources to fill the position, because he is the most senior most qualified person they can move him in the position. Union feels that they shouldn't bypass people in the ladder. Bill wants to table this and let us discuss this.
- Bids being removed after last meeting-After we discussed the Kraft mill bids last meeting, the next day the bids were removed. George said if we want to see the info from the bids we can
- Shift trade Steve Smet-2 week schedule- gave email to Emily to see how the 2 week schedule is not working
- Vacation spread sheet not being updated, George is trying to work on this and is chasing this down
- Dan Long freeze at Back Tender on 1&2PM, and standing committee is on board with this. HR will look into this
- 6&7PM Resource pool rate-We no longer have the resource pool so when they got rid of the joint relief pool and went back to the way it used to be. We are asking that when the bid in Department they get the B pool rate as it used to be before they joined pools. Emily will look into

Company Agenda:

- Phil Racine gave a presentation on the CPG digital core program. Going to go live in July of 2020, Charles Koch says if we don't change in technology we will fall behind. We have outdated technology here at GP. The big picture is they want to get all mills on the same process.
- Attendance-120 people over 1.0 of those 75 are over 1.3 and have been issued discipline
- Open Enrollment health insurance October 30th thru November 13th, Heather will get info out
- Request mutual agreement on bid move, Austin partridge move to PM7 (10/28/19 week) Mark and Gabe brought up why it's taking so long to offer jobs after bids close. Emily said they have 2 weeks to move a person only after its been offered. Emily said they are working on moving the bid process faster

- Mill review (staffing, OT, ect Jeremy covered in overview)
- OBWS Update- Ownership based work systems-Heath Gibson was supposed to give, but had to leave. Some hourly people went to the training, Standing Committee has not heard any feedback from people who went. George asked Standing Committee to ask how things went with the folks who went
- MyHR Discussion-Roll out new platform in November if this year. There will be a block out period while this is implemented where you can't sign up for vacations/floaters
- Mobile Device Policy-Rolling out soon a new mobile device policy in the mill. Emily will send standing committee a copy to give our feedback, target of November 1st
- 9 month bid restriction was put into language to keep habitual bidder to stop and not disrupt the process. But it has come up in maintenance that people who want to assume more responsibility to bid into a new position, Bill is asking if they are asking for this only to apply to maintenance. George said we don't want to hold it against people in maintenance wanting to better themselves in the trade of maintenance, asking standing committee to take a look at this. Bill Dombrowsky brought up that new bids should be given the opportunity to bid on the jobs before a person is hired off the street. Standing committee will look into it
- Jeremy Ness did a presentation on our mill being a pilot mill on Wauna Mill productivity and Cost Score card. Where if the mill does good everyone get the same amount of payout every 6 months starting this January 2020. Things that would exclude you would be a bad attendance, blatant safety violation or a major SIF event. This will be an incentive pay. Everyone would get the same amount. Wauna and Port Hudson will be the pilot mills, Target that the 1st payment would be un July
- Jeremy Ness also talked about the mill vision and how the mill is doing. Right now we have 15 people more at the mill then we have jobs for. Target headcount I 466 and we have 481 in the mill. We have a 6-% retention of people staying that are hired. We still struggle with a lot of overtime in the mill and need to get that down. Things Jeremy has heard:
 1. Not enough people-We have 15 more people then jobs
 2. People aren't trained-WSC working on identifying problems in areas
 3. Is my job safe-Everyone's jobs are safe but will be changing with technology
 4. What is going to happen to 2PM-Jeremy Ness is working very hard to fill orders and keep it running

Grievances:

19-02:

USC: Settled

19-04:

USC: Withdrawn

19-04:

USC: OT during canceled Vacation-Withdrawn

19-08:

USC: Hold Timely

19-09:

USC: Settled

19-10:

USC: Settled

Meeting Adjourned.



For the Union



For the Company