

Standing Committee
October 17, 2018

USC: Danny Poe, Gabe Shefstad, Bill Dombrosky, Mike Smith
MSC: George Jones, Emily Riggott, Heather Bogle, Joe Shaw

Company Agenda:

- Benefits change Open enrollment Nov 1st thru Nov 15th, asked for ideas to help spread the word
- 2018-2022 CBA delivered, Union meets on the 25th to review wording, any questions about grammatical fixes, ask George
- Attendance- 92 at 1.0 or more 53 over 1.3 (reprimand)
- Last Encadria hires in November. Company looking at direct hiring like the old days
 - Union brought up several ideas/reminders of what worked in the past since management is so green here
 - College help
 - Unemployment pre screening
 - Referrals by current workers
 - Holding out for experienced workers

• **CFATS**

George has a list put together of who will have background checks to begin with will start communicating early November once George talks to business leaders. More info to come

Union Agenda:

- Blue slips on 1&2
- Points out that #6 MT #6BT means eliminated jobs = rate retention
 - Messing with possible retirement rates, vacation, floaters, holidays
 - Emily wants CBA language
 - Losing workers
 - Curtailment shouldn't eliminate jobs
 - Tabled

Grievances:

18-02:

USC: Pay verification?

MSC: George said it was denied, he will research what went wrong

18-07:

USC: Withdrawn

18-13:

USC: Hold Timely since EE was fired, appealing

18-15:

USC: Hold Timely, response was sent but we haven't been able to view it prior to meeting

18-16:

USC: Move to 3rd Step

18-18:

USC: Move to 3rd Step

18-20:

MSC: PIP is not discipline

USC: Language says its discipline, Hold Timely

18-21:

USC: Hold Timely

18-22:

USC: Information request came today, Hold Timely

18-23:

MSC: Company hold Timely

18-24:

USC: Request Pay verification

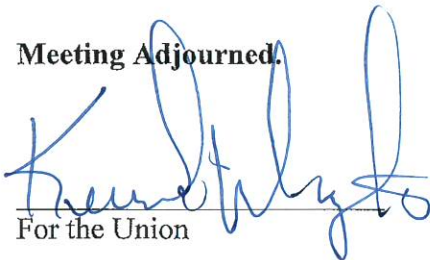
18-25:

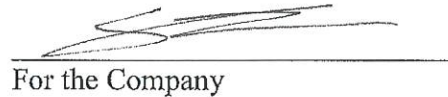
USC: Company hold Timely

Notes:

1&2 might take over proof reading schedule to correct before Jessica makes final
Keith will meet with Emily about Woodmill schedule

Meeting Adjourned.


For the Union


For the Company