

Standing Committee
October 21, 2020

USC: Mark Nicholson, Keith Wright, Danny Poe, Bill Kerr, Bill Dombrowsky, Gabe Shefstad,

MSC: Emily Riggott, George Jones, Matt Peat, Diana Wilson, Heath Gibson

**Early meeting with Jeremy seemed to go well, pre discussed 20-06 that's headed to 3rd step

Diana gave update of #5PM progress after fire

Company Update:

- George emailed "new hire target
- Attendance:
 - 12 Suspensions
 - 36 at a Reprimand
 - 96 at coaching
 - 46 @ above 1.3
 - 210 perfect attendance
- Zac Laine-Requested probation extension of 30 more working days, union aligns
- Material Handler MOA ready to review start 1st week of November. Talking with affected EE's still planning to put together a call in procedure. Baler man-Utility Trucker, material handler, #6PM B-pool, Mark requested that HR notify departments heads that jobs are changing on said date.
- Emily says we need to work up an MOA for new Angel Soft line, 15 positions. Construction starts late December. Wants to start posting bids by early November
- Oregon passed law about wearing masks inside, Its brand new so HR doesn't have exact definition or interpretation

Union Agenda:

- Asked about elimination of 2 week schedule without giving us a heads up. We don't like that they won't do away with needing 2 week notice for canceling vacation. Emily says should go back to 2 week once Jessica comes back. Talking to Departments having a hand in it, which has been ignored many time before. George will look into boss's take on 2 week out and Kay does 1st week out.
- Danny revisited trying to do away with Sat, Sun, Mon, Tue vacation, George to look into it again
- Bill D heard of a guy being told to call Atlanta for pay issue. Emily said that supervisor should be contacting Atlanta not employee. Matt Peat will follow-up with employee and get it solved.
- Bill D called them out on denying all 1st steps, HR denies any knowledge, say to contact them if we see a trend.
- Bill D pointed out that Jeremy had brought up bringing MT and Prec Tech to a halt until we clear the water on exciting issues, and how we will go forward. ABT will not be following how South and Unitizing are
- Bill K said last week cops arrested 3TT employee on sight for not registering as a sex offender. HR to investigate, don't want to ruin name without facts.
- Bill K propped an OT solution, where you can pick weeks you don't want OT and other people can volunteer to work OT if they want. People could also volunteer

to come in and train up. Emily says to bring them a proposal, they would be interested in seeing it on paper.

- Bill K proposed floaters for perfect attendance, pointed out that incentive pay being done quarterly make the pay to small

Grievances:

20-01:

USC: Asked for verification-Sloderbeck has it

20-03:

USC: Want verification

MSC: Matt Peat to follow up

20-05:

USC: Want verification

MSC: Matt Peat to follow up

20-06:

USC: Move to 3rd step

20-07:

USC: Presented-explained that not trying to get pay for July 4th, but 5th was defiantly a violation

20-08:

USC: Requested that EE be made whole

MSC: Company to look into it and get back to us

20-09:

USC: Hold Timely to get more info before officially presenting

Meeting Adjourned.

For the Union

For the Company