

Standing Committee
October 26, 2016

USC: Bill Kerr, Keith Sloderbeck, Keith Wright, Keith Brace, Marcus Smith, Frank Stuhr, Jennifer Byrum, (notes)

MSC: George Jones, Dave Hathaway, Lauren Martin, Ian Dieter, Steve Francouer

Union Agenda:

- 1 & 2PM Training, we are concerned that new hires are being trained by people that are also new to the job, want to have someone training that has been on the job longer.
- Christmas Floaters? MSC still working
- SQF Changes from Audit: MSC said that there might be a couple of revisions on the General Management Practices on the hat and hairnets and changes on the food and drink policy, Phase 2 lunch rooms and bathrooms
- Rick Fisher embedded no special agreement Sec 33C we have heard this is being taken into Kraft Mill and Steam Plant with Millwrights feeling they are being forced to do the job. MSC said we are moving them into these coaching rolls and contractually we are able to do this. Bill thinks this should be for people that want to do this. Dave Hathaway said he will talk to the millwrights that feel they are being forced along with Don Berry
- Going beyond the initial scope of job and needs to be bid. George Jones said we need to revisit this with management along with Bill & Keith. Still haven't been told the rate of pay he is getting for blade grinding
- Fire resistant shirts: Glen finalized the document came thru on 2 crews, thinking this will start mid-November
- Consistency testing-we need to have hourly person doing this job and is now being done by a salary person. We feel a solution would be to train and hourly person to do the job on the paper mc. MSC will look into this to understand this more.

Company Agenda:

- Just had 6 new hires and 3 more coming in, 2 went to 1&2 PM and 4 went to converting
- We still have external job postings. If people don't take job bids that are in Labor pool they can get laid off in the long run
- Management discovered that post 2016 employees have been paid to high but problem has been fixed in EAS

Appeals:

A16-03-Suspension:

Bill presented, he did what was asked to do/came up with a plan. We feel that this should have been a coaching and he should get his 4 days pay back.

A16-04 Admin Suspension:

Withdrawn

A16-05 Suspension:

Bill owes response to MSC

3rd Step Grievances:

16-19:

USC: Wrong section was recited in original grievance should be F5 Section 15B, Our remedy is to make both employees whole

Grievances:

16-17:

USC: Hold Timely/Information Request

16-26:

USC: Hold Timely

16-27:

USC: Move to 3rd Step

16-28:

USC: Hold Timely

16-29:

USC: Move to 3rd Step Lump w/grievance #16-31

16-30:

USC: Back to 1st step and paid

16-31:

USC: Lumped w/grievance #16-29

16-32 Vacancy was due:

USC: Presented today

16-33:

USC: Presented, Ref C-6 employee not getting blue slip wage

16-34 Late Reporting:

USC: Hold Timely

Mill Manager Update:

Business update: Safety perspective generally pretty good. We have not been as focused on recordable rate but in the last few weeks it has doubled. Of our 14 recordable 10 are lost time. Last year's rate was 132 hours this year is 45.6 hours of lost time OSHA recordable rate.

Root Cause process is doing well

Boiler had 60 things on action registry its now down to 2

DHA for nodes on Paper Mc's just have 1 & 2PM to go

Last year we had 181 mins of venting this year we are at 1600 mins

PH event we had that we shut the mill down for state gave us only a warning

All 5PM OEE 73% this year 74% last year 2014 75%

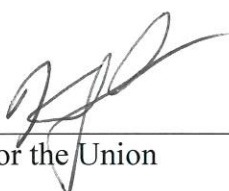
- 5PM-Better
- 6PM-AWorse
- 7PM-Better

Up time on East side going to be worse

We had to use a lot of pulp when the dissolving tank was down

Sales have been slow last 6 months but inventories have held.

Meeting Adjourned.



For the Union



For the Company