

Standing Committee  
October 29, 2015

**USC:** Mike Smith, Frank Stuhr, Marcus Smith

**MSC:** Emily Riggott, Heather Bogle, Don Berry, Heath Gibson, Ian Dieter

**Steve's Update:**

- Oversight Audit,
- A serious L/O issue, no discipline in this instance due to some extenuating factors, but a discussion will happen
- Business Update
  - Business made more money than last year, but market not better.
  - More curtailment on PM2 expect 50 to 70% run schedule
- Concern about attendance 3<sup>rd</sup> worst in division, assets are being shut down because of call-ins and shifts are being left unfilled.
- Potential solution is to go back to 8 hour shifts
- Sparkle line going to 3 crews on HHT to fill short term vacancies in 7/8/13 where they are short
- 20 plus on long term S&A

Craig Puzey spoke about staffing plan for the Quality Dept.:

- 2 technicians & 4 analysts now
- Reduce from 2 techs to 1 tech
- 4 analysts to 2 analysts

Reasons for changes: To better align team based on operational support needs.. In past only had day shift testers. The number of machines has shrunk down. Number has shrunk from 32 to 16 assets. January 18<sup>th</sup> is when this will go in to effect. Didn't plan on having reliefs at this point (but still evaluating). While grandfather rights are not contractually required the union and company agreed to allow grandfather rights in this instance.

- Kraft Mill
  - 4 jobs will be reduced in the Kraft Mill (already communicated to the crews)
- Cores Department
  - Curtailed at this time till #5 or #9 start to run
- John Davis extension through the end of the year asa planner
- Employee referral program for hiring someone being referred and hired, like a referral bonus
- November 2<sup>nd</sup> starts open enrollment, informational meetings at union hall
- Mill is offering HEP shots at Fred Meyer, free shot and if declining individuals we be made to sign a declination with expectations
- Changes are coming to the Attendance Policy, effective January 1, 2016. To include change of the percentage rate, change to corrective action levels.tardies will change to be more of a performance issue if they are reoccurring.

**Union Agenda:**

- No plan to napkins at this time, leaders have reached out to crews, and there were 5 potential alternatives in discussion.
- Discussed intent of Honoring Our Controls campaign based on concern raised from employee. The campaign itself was voluntary, but the expectation is that

every employee understand their critical hazards and honor the controls in their respective roles, this is a base expectation.

- DATV issue – Question raised as to whether or not individuals need to use all floaters before using DATV days.
- Union requested notification of ladder changes
- Discussion about Promotion Language in 24.C based on employee in unitizing not getting blue slipped to the Coordinator role.
  - Union stated MOA #2 requires the senior move, and interpret 24.C. that the move is immediate. The employee had been filling the job due to S/A and vacancies for over a year.
  - Company discussed interpretation in language in 24.C and the definition of qualified. Reminded the group that the company has the right to set qualifications and the right to consider individuals based on these qualifications first.
- Concern raised about refusal to allow representation on 2 occasions. Discussion occurred. Union asked that supervisors be made aware of employee's rights in this regard.
- Union asked if the company was sure the quality reduction the right thing to do.

**Grievances:**

**15-08**

USC: Third Step-need answer

**15-13:**

USC: Third Step-need answer

**15-15:**

USC: EE came to union meeting why withdrawn, showed us a guideline updated 3 days ago by Ron Berry. Which makes the grievance active, move to put it at 1<sup>st</sup> step and ask Ron and the grievant settle this grievance. If these guidelines on the internet they become approved by this committee and be validated. Company does not view that the circumstances have changed to warrant reinstating the grievance.

**15-16:**

USC: Withdrawn need to remember Sec 24J 3 to modify and give the bump right

**15-17:**

USC: Hold Timely Move to 3rd

**15-19:**

USC: Hold Timely Need answer

**15-20:**

USC: Hold Timely

**15-21:**

USC: Hold Timely

**15-22:**

USC: Need answer hold timely

**15-23:**

USC: Need answer hold timely

**15-24:**

USC: Need answer hold timely

**15-26:**

USC: Hold Timely Move to 3rd

**15-27:**

USC: By the Ron Berry guidelines 7 scenarios hold timely

**15-29:**

USC: EE should get 3 hours failure to provide due to not being notified of schedule change while on vacation

**15-30:**

USC: By past practice if extra work task is needed it goes to the senior employee, EE was the senior guy and should of got the work


**15-31:**

USC: The group was separated rolled and fixed. Need to fill by crew and seniority for overtime.

**15-32:**

USC: If overtime is needed it goes to which ever group is needed by seniority not pick and choose.

**Meeting Adjourned.**

  
For the Union

  
For the Company