

Standing Committee
November 16, 2016

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

MSC: Don Berry, George Jones, Heather Bogle, Steve Francouer

Company Agenda:

- Attendance update:
 - 6 people Admin Suspension,
 - 11 People @Written Reprimand
 - 71 People @ Coaching
 - 3 pending FMLA cases that might fail the certification process that might put them over
- 6 New Hires and 1 has gone and applied for an E&I job, Another group of 5 or 6 starting November 28th
- One Employee has reached 2 years and were sent termination papers and 2 more employees are coming up
- Fire Resistant clothing Update:
 - Purchase order hasn't even gone thru to order clothing. George Jones doesn't have a go live date yet. There is a standard policy that has gone out for maintenance employees
- Trial of Performance based attendance is going live November 28th in South Converting
- SQF Update:
 - There has been some concerns about reports coming back from North & South Converting about finding food wrappers in trash cans on the floor. Not going to pass audit if food is on floor. Union brought up a concern about employees with Medical conditions and needing food on the floor. They need to bring it up with Heather Boogle to come up with a solution. Also a few changes have been made with hats and hair.

Union Agenda:

- Christmas Floaters: We would like to be able to carryover a floater received for Christmas and maybe decide on a certain use by date, No answer from Management
- New Hire pay: Concerns about new hires being misled about the rate of pay they start with. Also rate is wrong in contract book for new hire rate should be \$16.62 and on 4/1/16 gone up 3%. HR will look into this. Also HR has developed a sheet better explaining rate of pay to new hires
- Clarification on apprentice program signup sheet. Has sign ups the 14th thru 28th and should never close and should be open ended
- Where are we at with the blade grinder job? WE are still waiting to know if it's going to be a permanent position and it so are we going to bid that out. No answer from HR
- Rick Fisher is in a trial position for imbedded maintenance for steam plant. If it's a permanent position, should bid that job per contract. No answer from HR
- Proposed schedules for Box Facial. People are pretty divided on this schedule about 50/50. Concerns with people only getting a 5 day pay period. Management will look into this.

Mill Manager Update:

Environmental Health & Safety- WE took one recordable off so our lost time days will go down but we are still high on our severity rate

SQF: We have done a better job in South Converting then in North Converting. We are still working on getting up to par for audit in January

There has been visitors in the mill from Brawny to talk to people

Today the company is meeting with tissue people to have all the people under one group

Sales are slowing down because our competition is lowering their prices. 8TT curtailed a week and another week in December. #2 Paper Machine will be down the rest of the year and only running 50% next year. The stuff we are making for Mexico will be going to the Neheola Mill

7&8 TT- People are working on a project for Kirkland Wrapper/Bundler 13TT will stay the same

Grievances:

16-05:

USC: Accept Offer

16-17:

USC: Need information request for EE's that were available to work on May 3rd & 4th.
Hold Timely

16-19:

USC: Move to 3rd Step

16-26:

USC: Hold Timely

16-27:

USC: 3rd Step, Bill asked that the union and the company sit down and make sure that the right people are in the right spots. Wants Keith S and Bill to sit down with Brian Roden.
Hold Timely

16-28:

USC: Hold Timely

16-29:

USC: 3rd Step, Bill has read the company's response and feels that the Company has missed our view. Asking the grievant to be made whole

16-31:

USC: Move to 3rd Step

16-32:

USC: Move to 3rd Step

16-33:

USC: Asked Company to revisit response, Management said they are given blue slip rate in EPSS for retirement and pension. There are only 4 outside operator positions.
Move to 3rd Step

16-34:

USC: We asked to remove letter of reprimand and be given a coaching

Appeals:

A16-03:

Accept with pay verification

A16-05:

Bill talked to employee and feels EE has taken full ownership of shutting down the gas line and shown remorse for taking down part of the mill. Would like suspension reduced to reprimand and with no back pay

A16-06:

Respectfully withdrawn

A16-07

Bill has talked with the employee about working with EAP for some of employees problems and needing to work on her attitude. Wants to remove her Admin Suspension

Meeting Adjourned.



For the Union



For the Company