

Standing Committee  
November 18, 2015

**USC:** Mike Smith, Frank Stuhr, Marcus Smith, Keith Sloderbeck, Mike Bouse

**MSC:** Emily Riggott, Heather Bogle, Dave Hathaway, Heath Gibson, Ian Dieter

**Union Agenda:**

- Union requested that Standing Committee Members be freed up to attend meetings. Company stated that being able to support and run the operation would come first, but understands and will do best to accommodate this.
- Union raised issue of WPL sending another crew member home. Company stated that WPLs do not discipline employees, however, if someone is failing to contribute and add value to the team they (WPL) may have the decision rights to send someone home. The WPLs are held accountable for their decisions (good or bad). Union brought up concern about issues the employee was having that the WPL didn't account for.
- Discussed re-evaluation of crew qualifications on 1&2 paper machine.
- Asked company what is reasonable amount of time pending investigation? The company stated it depended on circumstances. Union asked status of several individuals who are currently off pending further action from the Company. Company stated still developing position on those cases.
- Want to negotiate attendance policy
- Change in working conditions

**Company Agenda**

- Company stated that they planned to roll-out the change to the attendance policy. The union stated that they wanted to negotiate the policy since it would be a change in working conditions. Company states that their right to make modifications to the agreement had already been clarified during the bargaining process and it is within management's right to change it. Therefore, the company has no intention of negotiating the changes. A communication will be made to the mill via the e-MOC process and supervisory meetings will be held shortly.
- Company notified the union that an operator wants to freeze as a Consumer Napkin Operator.

**Grievances:**

**15-15**

**USC:** Reinstate grievance

**15-117:**

**USC:** Third Step

**15-19:**

**USC:** Move to 3<sup>rd</sup> Step Hold Timely

**15-20:**

**USC:** Hold Timely

**15-21:**

USC: Hold Timely

**15-22:**

USC: Hold Timely Withdraw

**15-23:**

USC: Move to 3<sup>rd</sup> step EE came in and was on S&A gatekeeper, Hold Timely

**15-24:**

USC: Union's position is that texted so communication was made, Hold Timely

**15-26:**

USC: 3<sup>rd</sup> Step

**15-27:**

USC: Hold Timely ask for info request shift trade paperwork

**15-29:**

USC: Move to 3<sup>rd</sup> Hold timely

**15-30:**

USC: Hold Timely

**15-31:**

USC: Move to 3<sup>rd</sup> Hold timely

**15-32:**

USC: Move to 3<sup>rd</sup> Hold timely

**15-33**

USC: Pay EE adjuster rate 26.97. Difference btw what she was paid operator rate 23.48  
Exhibit A-1.C#1

**15-34:**

USC: Our position is EE should be blue slipped to coordinator position, has done job on own so we want to know why he hasn't been blue slipped

**15-35:**

USC: Hold Timely

**15-36:**

USC: Hold Timely

**Meeting Adjourned.**



For the Union



For the Company