

Standing Committee  
November 18, 2020  
Zoom Meeting

**USC:** Keith Wright, Danny Poe, Bill Dombrowsky, Gabe Shefstad, Jennifer Byrum

**MSC:** Emily Riggott, George Jones, Justin Prewitt, Bob Hess, Diana Wilson, Heath Gibson, Dave Hathaway

**Union Agenda:**

- 20-09-Info request on all the people who worked more than 4 consecutive nights and would receive penalty pay as per F22 after 40 hours during pay trial. Did Greg Norman receive pay? Jeff Smith said he was going to pay this out. George said he will reach out to Jeff and make sure it was paid.
- Wade Johnson A Pool skilled position, Emily said they received an email from one of the A poolers about this. We are told they weren't going to change to rate because of the 56 mil savings. Gabe says he will call Emily and talk through this
- Glen F- Freeze in his current position in Kraft Mill. George would like Glen, Larry, Keith W and Mike Burkhart to sit down in a meeting and talk about this.
- Alex Martin no healthcare? He has reached out to Heather and Heather gave him the HR number but are not getting anywhere, George will follow-up on this
- Brandon Lee out of the mill for at least 2 years and are holding up spots for people to move up in 1 & 2 PM. George will reach out to Kay and Jim and see why people are not moving up and see why he is still on progression ladder
- 3<sup>rd</sup> Party investigators? George said they lean on 3<sup>rd</sup> parties for certain circumstances. Union has the right to sit in during interviews or at least get to see the notes from the interviews with what the contractors said. Dave Hathaway said to Bill D they have not been reprimanded yet
- Unloading 1&2PM belts by bailer man still hasn't started yet, it was supposed to start Nov 15<sup>th</sup> Need some clarity about all the responsibility that the bailer has, and what is the bigger priority. George will look into
- Rick Jeffers Pay? Bill talked to Matt Pete and Nugent. George will look into this and Bill D will email info to HR about pay he lost. Bill will also reach out to Kim H about specific days and get info back

**Grievances:**

**20-07:**

**USC:** Presented last standing committee and no response from HR

**20-08:**

**USC:** Scheduled wrong spot still waiting to hear back from HR

**MSC:** George hasn't had a chance to talk with Jim yet and follow up with Matt Pete

**USC:** We were told Matt told Jim to deny grievance

**MSC:** George will talk to Jim

**20-09:**

**USC:** We are sending an info request and get a pay verification for Greg Norman

**20-10:**

**USC:** We decline grievance not enough merit and too long of time passed, withdrawn

## Company Update:

- Update on new hires, 40 people since August
  - 11 started on November 16<sup>th</sup>
  - End of November 10-12 more
  - December 10-12 people
- Angle Soft structure and org discussion-Justin P
  - 8 Tech 2
  - 4 Tech 1
  - 2 Master Tech's
  - 1 Precision Tech

Emily will send a copy of this to standing committee. Fill positions by February 8<sup>th</sup>, Startup late April. People committed to being in department for 1 year  
Bill D asked how the reliefs will go. They might separate the relief pool to folded and rolled side then the reliefs would feed from rolled side relief. 3TT, HHT and Robot room and Angel Soft line would share relief pool. 7/8/13 own relief pool and napkin separate relief pool. MOA per rate structure (Emily will send to look over), using same process that they have been using for Master Techs and precision techs for the bids. Mill seniority would dictate how they would fall in the line once they got the bid. Gabe asked that maybe they should have 2 bids, one for Tech 1 and one for Tech 2. Emily said they will consider this, Emily says this makes sense. Gabe asked if they are going to block off vacations during startup. If they do they will need to make sure that is clear in the bid postings

- Attendance:
  - 200 are zero
  - 12 Suspensions
  - 36 at a Reprimand
  - 95 at coaching
  - 46 @ above 1.3
- Precision Tech/Master Tech structure-North Converting-Still working through issues but they have moved forward with filling bids. They want to start November 30<sup>th</sup>. Bill D asked if they are going to repost the bid again for precision tech because they have changed the rate and wording of the bid. Emily will look into this and get back to us
- Material Handler PM6 B Pool-Going to target this for April
- Voluntary OT discussion-Want to see if union has developed and ideas? Keith W said they used to give people their blue slip rate if you do this people will come in or at least pay them the rate of the job they are doing.
- Jeremy Ness talked about AMT Statues/Mill Update
  - COVID19, 35 people are off right now for this
  - 179 people have been impacted
  - 10 tested positive
- Digital Core update-Phil Racine, breakdown on classes, starting training in December

**Meeting Adjourned.**

  
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For the Union

  
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For the Company