

Standing Committee
November 20, 2019

USC: Keith Wright, Danny Poe, Gabe Shefstad, Mark Nicholson, Bill Dombrowsky, Bill Kerr, Jennifer Byrum (notes)

MSC: Emily Riggott, George Jones, Bob Hess, Heather Boggle, Matt Peat, Heath Gibson,

Union Agenda:

- Aubrey McKenna-Sick Leave-Denied Bid-Blue slipped to napkins, Matt Peat said employee was still in probationary period and not eligible for utility Trucker, when bid was filled. Another bid came open for Utility trucker and Kay told her she was now blue slipped in Napkins, Matt Peat is going to follow up with her, along with Standing Committee
- Josh Gentile- Our view is that this has been a year since they have even tried to train someone for the job. Company is by passing other people also bypassing resource pool people. Computer shows he is already blue slipped, Union will file a grievance. There were some people that were never asked. Company is jumping around 27 people
- Why are there now 5 top positions in Kraft Mill and Steam Plant? George said they have made changes and followed the procedures, Union is asking for clarity on this because we were never informed of this. Company said they are preparing for the Daily Operations Centers
- Kelly Smith wants to freeze at Bactender on #5PM, when they get blue slip. Rich Mahoney will also need to be blue slipped upped even though he is off work on an injury. Emily will get back to us
- Follow up on unitizing hiring off the street vs bid? George will look into and has questions, Matt Peat said he is going to double check on this, Last bid was July 26, 2019
- Maintenance 4 10 hour shifts. It's been put in front of Don Berry and Jeremy Ness for E&I and will add maintenance
- 2 week schedule- we are no longer going to cancel our vacations and floaters 2 weeks in advance because 2 week schedule is still not working. George says the company is trying to work on this. We want to go back to Department Heads. Gabe asked if they can back off on our rules about canceling 2 weeks in advance until company works out all the bugs. George has taken on the advance scheduling and is working with Kay and Jessica and asked if we can send issues that people are having to him to work on it. George talked about what they are working on to improve 2 week schedule and asked if there are 2 people from standing committee to help work and improve this. Bill Kerr-Bill Dombrowsky and Keith Wright will help.
- People being locked out of the gate. We have been informed that 4 people's cards have been locked out, they are not being informed. Heather Boggle will address this about communicating issue.
- Dan Long freeze on 1&2PM follow-up? George wants to better understand why they are freezing these people. George wants some time to ask the right questions
- People who are covering people attending Joint Leadership should get call time
- Bill Dombrowsky brought up maybe looking into better aligning people to the jobs that the new hires are being put in. We are setting people up to fail. HR is working on this.

Company Agenda:

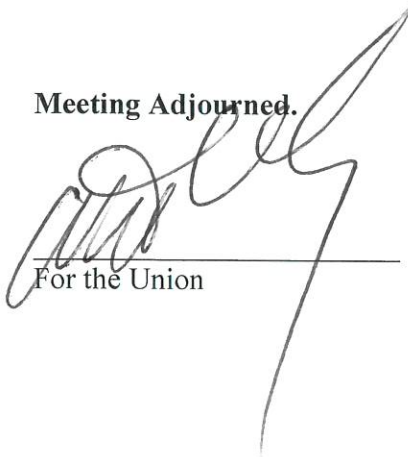
- Attendance: Going to come up with Date on how many are older employees and 2 tier.
 - 125 are at 1.0 or above
 - 80 are at 1.3 or above
 - 10 are at Suspension
 - 13 are at Reprimand
- My HR freeze and change over update-we are in a soft freeze right now. Changes effective on December 2nd, there has been info sent out thru email. Soft freeze thru Nov 27th hard freeze Nov 28th thru Dec 2nd. Employees won't be able to go into system to change address, change tax info
- Mobile device Policy-See attached, want to roll out December 1st

Grievances:

19-08:

USC: Danny Poe had conversation with Ron and we are withdrawing this

Meeting Adjourned.



For the Union



For the Company