

Standing Committee
November 21, 2018

USC: Keith Wright, Danny Poe, Gabe Shefstad, Bill Dombrosky, Mike Smith, Bill Kerr
MSC: George Jones, Heather Bogle, Joe Shaw, Collins McClains

Company Agenda:

- Attendance
 - 43 at 1.0
 - 102 at 1.3
 - Lots of day before vacation call ins
 - Performance based attendance areas have higher absentee %
- Done with Encadria
 - Hire event December 4 & 5, lots of advertising on social media/radio. Making up business cards, bill board up in Clatskanie
 - Will probably be seeing requests to extend some h=new hires probation if performance leaders want more time to evaluate
 - Hoping to have hire group in early January
 - Asked if testing will be put back in place-doesn't sound like it
 - Any complaints go to Collins
- Kronos upgrading to My Time
 - We have most of the updates in place
 - Pointed out some of the flaws employees are seeing with conflicting computer/phone schedules
- Portable water certification
 - State requiring-sending outside operators to get certified. Hired a certified Camas guy to comply for now
- Rate changes for new hires-Converting lines
 - Retention purposes
 - Post 1-1-2016 \$2.00 an hour
 - Questioned why just converting
 - Brought up not blue slipping guys on PM's and just losing guys because they deserve more
- Dave Gobb
 - Can't get a hold of him to come get his tools after retirement, asked union to help reach out to him
- KM Bid
 - EE was offered KM bid but never went. EE wants name off and to go to Recaust, Make sure he isn't in 9 month window of no bids
- Schedules
 - Bill D talks about schedule mess ups and how schedulers even won't acknowledge bosses, let alone employees who point out errors. Heather doesn't think this is violating the CBA, Bill D showed call in guidelines to show exactly how it laid out. George says he isn't up to speed. Bill D explains that no meeting was scheduled about working this out. Emily on vacation, George will relay. Violations aren't being settled by Dept Managers. Mike said multiple times their prelim schedule is not going final till Thursday sometimes Friday. JSC is going to have Bill Thompson, new IT guy to look into possible networking issues. Any time in future call Heather have her look into it

- North Converting vacations. There is no effort to follow agreement and have people trained up. Brought up that training may need to be done on OT
- DATV vs Floater/OSL
 - Management doesn't want to talk about this, went right to CBA. No ATF DATV, can't use DATV for sick leave

Grievances:

18-02:

MSC: Jaime on vacation, this is 1st step

18-11:

USC: Withdrawn

18-13:

USC: Withdrawn

18-15:

USC: Move to 3rd Step

18-17:

MSC: George wants written acceptance by union, Claims USC backed out on previous,

USC: Keith will send letter because it covers extra details

PIP:

MSC: George states 7 steps of just cause. Claims PIP is not active discipline, the "Up to/including termination" has to be relayed somehow so they know the expectation.

USC: Explains that it ruins communication paths seeming threatening

18-20:

USC: Withdrawn

18-21:

USC: Withdrawn

18-22:

USC: OT was "shared" by scheduler. EE was mate, all day shifts so should have went to her

JSC: Hold Timely

18-23:

MSC: Company hold Timely

18-24:

MSC: George said waiting on acceptance letter, he will have Jaime get it on 1st check once she is back from vacation

18-25:

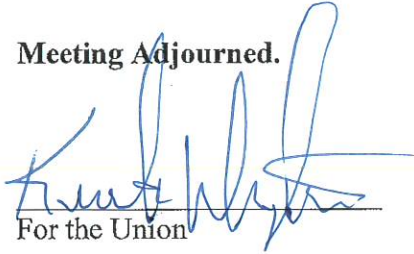
USC: Company hold Timely

18-26:


USC: Presented

MSC: Sees no CBA Violation

Meeting Adjourned.



For the Union



For the Company