

Standing Committee
December 13, 2017

USC: Curt Ollila, Mike Keyser, Frank Stuhr, Keith Wright, Bill Kerr, Jennifer Byrum
(notes)

MSC: Grace Huang, George Jones, Joe Shaw, Heath Gibson, Heather Bogle

Company Agenda:

- Attendance Update: No changes still have a lot of call ins. We had 2 separations 1 for attendance and 1 for medical leave. Extending probationary period for Bruce Holt and Jerry Tonney and we agreed to the extension.
- 12 new hires from Encadria and next new hire dates is end of January
- Bill asked about new E&I associate brought on and will meet with George
- Heath Gibson wants to add a camera or 2 up on PM 1 & 2 at the load hoist. We keep having upper limit switch tripped and bent hooks. They want to try and understand why this is happening and look at the source of the failure. Bill asked if camera will be used for discipline and Heath Gibson said no its just to see why this is happening. Heath Gibson is going to work with it to see where is the best placement for camera's to see easiest way to see why this is failing and to see what the crane is doing

Union Agenda:

- Seniority list update-George made a note to ask Kay
- Bid qualifications with Disciplinary actions in files are people being rejected? George said its part of the review process but not a hard fast rule that you don't get the bid. Hiring manager make the decision.
- Have a conversation on how overtime is being scheduled. Grievance numbers 17-07, 17-19, 17-26, 17-28, 17-32, 17-35, 17-36, 17-38, 17-39, 17-41, & 17-44. Mates aren't matching up on all these grievances. Bills asked them to go back and look at notes from 2012 the company came up with a settlement that we would use the mate list to have consistency to be distributed in the classification thru mates. We need to revisit that and get back to that practice and it would get rid of a lot of the grievances. HR will look into this 2012 settlement

Grievances:

17-07:

USC: Still waiting on response

17-19:

USC: He was not asked by WPL and was not put on list because someone said he wouldn't take the overtime. It's part of the WPL's classification so it doesn't absolve the company. Waiting on answer

17-26:

USC: Week of July 14, 15, 16-Vacancy was at the top and should have been covered there. Asking to be paid difference between Bleach Operator and Digester Operator

MSC: Heath asked how 24 C1 &2 falls into this grievance

USC: Bill said you have to move up everyone on crew for on shift move up

MSC: George asked where does it show in contract that where it's owed to him Digester rate?

USC: Frank S quoted F5 in the contract

MSC: Heath Gibson wants to talk to Kay before he answers

USC: Waiting on Answer

17-28:

USC: Moved Overtime to Day shift and should've been on nights. Should have been grievant overtime because he is the mate and in the job classification.

USC: Heath said company made reasonable effort to fill within job classification. George asked where in CBA the contract violation is.

USC: Bill asked that we need cautionary with scheduling

MSC: George said following mate list is good idea but it's not in CBA

USC: waiting on answer

17-31:

USC: Waiting on Company response

17-32:

USC: Ask for information request next week's schedule-Hold Timely

17-33:

USC: Move to 3rd Step

17-34:

USC: Just want to ask and make sure salary people were coached

17-35:

USC: Overtime improper mate was scheduled, 3rd rung mate was used instead of 2nd rung mate-Hold Timely

17-36:

USC: Still waiting on information request schedules for week of Sept 18, 2017

17-37:

USC: Withdraw grievance

17-38:

USC: Still need Information request for week of September 25, 2017

17-39:

USC: Mate not scheduled-Hold Timely, asking for new schedule

17-40:

USC: Contracting out our work Cease and Desist, make affected employees whole. Waiting for information request on contract. Bill asked about the number that would come up to be paid to MSG operators and Mike K asked to be paid what Beaver Bark is being paid and split between operators-waiting on Company answer

17-41:

USC: Mate not scheduled-waiting on answer

17-42:

USC: Denied shift bid-Past performance should give him a shot at the bid

MSC: George said his past performance has not been good and on the definition on being qualified they have the right to tell him no. They are disqualifying him on past performance

USC: Hold Timely

17-44:

USC: Mate not scheduled-waiting on answer

17-45:

USC: EE bid to recaust denied

MSC: Heath said he was denied because he wasn't qualified

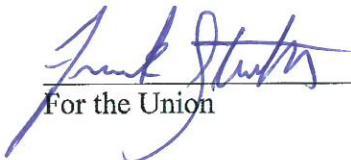
USC: Bill feels we should look at this by a case by case basis and he has been doing everything that was in his last chance

MSC: Heath feels 6 months is not long enough to show improvement, Heath said he has been given the opportunity at a new job but just not the bid he wants


USC: Bill asked if SQF job can be made into a bid

MSC: Heath wants it to be resource pool work

Meeting Adjourned.



For the Union



For the Company