

Standing Committee
December 16, 2020
Zoom Meeting

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

MSC: Emily Riggott, George Jones, Larry McCallister, Heath Gibson, Matt Pete

Union Agenda:

- Alex Martin-No healthcare deal, he has healthcare now but they are taking tobacco rates out of his check. Matt Pete has been working with him for appeal process and he submitted the paperwork.
- Fred Sproul-6 Master Techs, 4 Precision Techs, this changed the whole scope there were people that didn't sign the bid because it was a standalone job. But now it's back in ladder you need to start at the top of ladder with Brian Emrick, Rick Jenks, Fred Sproul then Mike Gibson. Fred Sproul was told he wasn't qualified but would be the next round. Why is he not qualified we need the SPO's on why he isn't qualified. When they added 2 more Master Techs those 2 positions should be decided by start of progression ladder. If they are disqualified we need the reasons why?
- Woodyard-Have no reliefs because of people off for COVID. When those guys are in a senior position they can't be used for reliefs. If you don't have enough people you just have to have 1 guy work 7 days and one guy work 7 nights. George said they are still a relief so can be utilized anywhere in department. Pg. 35 C2B promotion procedures. He is not doing an on shift move up, but a senior move. The senior move takes him out of the relief pool and no longer a relief. Also when 2 people are bumped out of Chip test they are in the relief pool and should be able to bid on another jib because they are senior reliefs. George said we need to open up the conversation with us and the team to start conversations.
- Kraft Mill-Glen Fluckinger will be allowed to freeze. We are asking for paperwork. Vacant jobs in Kraft mill not being filled (Jr pulping assistant) Gabe talked to operators over there and got all the work that they actually do over there. Company needs to make every reasonable effort to fill the vacancy. Larry McAllister said they don't have people with the headcount to move up and train. Bill asked how many guys are on special assignment. They have one and we asked why he was on special assignment. Randy should be covering Joe Viera while he is training. He doesn't agree with this at all he is busy in all the compliance issues. We brought up on shift promotions and it's a job in the progression ladder. It's a job opening and we feel it should be filled. Bill asked isn't compliance stuff a salary job. Also Troy Parker has been on C crew for 3 1/2 years and got moved up to cover Joe Viera training. We asked that he needs to get moved back to C crew for Christmas week because he is losing out on Thousands of dollars. There was a grievance filled a few years ago and won (Mike Krause)
- Asking for Company to put out vacation allotments for mill in January. George said he will have that available for us to look at in January before it is published
- Need pay verification for Bill Lempea #20-08
- Need pay verification for Rick Jeffers #20-05. George and Matt will look into this.
- #20-07 Paul Burgher. We said they are out of the ladder but are still in the bargaining unit, please remove part that he is out of the ladder
- New seniority list please

- Scott Green said he was told he's not getting his vacation because of not enough hours, He is on a state L&I and gets 40 hours a week and Kay told him he only has 520 hours and not eligible. Asking that he is been given his vacations because he has 2080 hours. Company will do some follow-up with Scott Green
- Keith Wright asked about raising the PM 6&7 Tier 2 wages because its killing them because to bid on that it's a \$2.00 pay decrease from converting
- Brandon Lee has been out of the mill for 2 years, what is his status? He is holding up Blue slips because of him and the lower people aren't getting moved up. They are holding a winder position for him, Bill Dombrowsky will have a conversation with Stebbins. Page 38 FB it's been over 2 years and his seniority freezes after 2 years and people below him are able to bypass them. Company will follow up on this. We need to do some checking on when he went off, how long he has been gone, but if he is entitled to a winder man spot they have to leave spot open. Bill Dombrowsky will look into it this.
- Material Handler unloading belts on 1&2PM. This keeps getting pushed back and only happening once in a while. Bill Dombrosky talked to Todd Calvert and it keeps getting pushed back. Company will reach out to Todd and give our feedback to him and can we stick to a date for this to start. Bill D will also follow up with Todd

Company Update:

- New hires
 - Since August-40
 - November 16-Results 11 7 started on November 16
 - November 30 results 13
 - December 14 results 8
 - 2 people quit in December
- Attendance:
 - 190 at zero
 - 86 at Coaching
 - 39 at a Reprimand
 - 9 at Suspension
 - 1 LCA
- Angle Soft interviews start soon (within a week or 2). Union participation? 26 people have bid but only 7 people have turned in letter of interest, Keith Wright asked why the letter of interest? Matt Pete said it brings SBO's to the table and making sure they have some vested interest in the asset. Bill D said the MOA for the new asset said that the length of obligation needs to be posted in bid, so people know it's going to be a length of 2 years you are there. George and Matt said they will make sure that is brought up in the interviews, they still have their 60 days to try the job out to go back.

Grievances:

20-07:

USC: Revise letter and we can settle this

20-08:

USC: Company are paying

20-09:

USC: waiting on info request

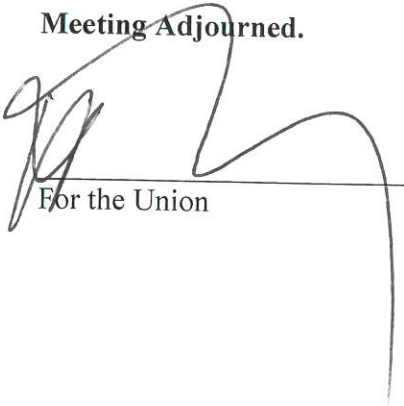
20-10:

USC: Withdrawn

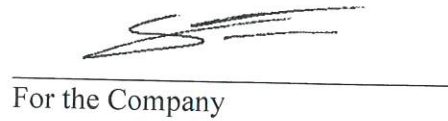
20-11:

USC: Withdrawn for lack of merit he didn't lose any pay

Meeting Adjourned.



For the Union



For the Company