

Standing Committee
December 18, 2019

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

MSC: Emily Riggott, George Jones, Matt Peat, Jeremy Ness

Union Agenda:

- Staffing-E3 pg 79-Last meeting we were told that we had enough people hired. There are several departments that are still suffering with lots of overtime for shortage in departments. HR is trying to keep up with hiring enough people and improve the process
- Scheduling-Clarity on 2 week schedule floaters? When we have to schedule and when we have to cancel. HR said floaters don't apply to the 2 week. Bill Dombrowsky said he was willing to help do the schedule on 1&2PM, Matt Peat will look into that.
- 7,8&13-Hiring off the street vs Resource pool (covered on Company agenda)
- Eastside Follow-up/5 blue slips in top positions, George said these positions have always been a special assignment position but you can only do that 6 months before you have to bid the job. So they just added another lead operator position. We are trying to understand the progression into this job and get clarity if it's in the progression ladder or not? George said its part of progression ladder now
- Colton Verhoff vacation pay (47J-2A) - We are asking about the rate he got paid, either he got paid blue slip or rate he has been getting paid. George will look into this
- Bill Dombrowsky is asking about the rate of pay for Pulp slap Operator 2 rate and should be getting 5th hand rate because that's the lowest job in department, there is no more 6th hand anymore

Company Agenda:

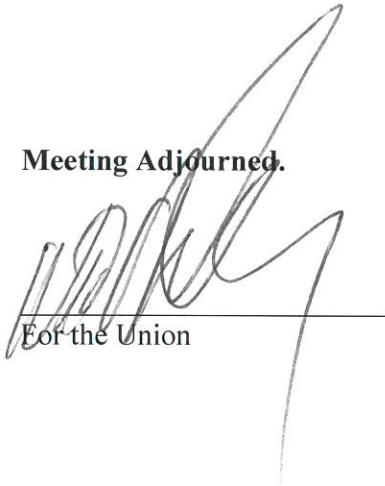
- Attendance: Current report
87 are at 1.3 and above, 60% post 1/1/16 & 40% pre 1/1/16
- Freeze/Unfreeze Alignment-HR is not out to bypass standing committee on this process
- RSE Bid Process-Rebiliary Specialist Electrical- Don Berry is looking into the ability of any of his people to be able to bid on this h=job. Looking into lifting restrictions so if an employee took a shift bid they could still bid on this. Gabe asked if HR could draft something up we could look at. George will work on that
- Updates-Mahoney has been blue slipped and Kelly Smith also. HR reached out to Steven VanPatten about Dan Long and are working with him. Bill asked about Scott Green not moving up into vacancy in steam plant
- Jeremy Ness talked about meeting he went to in Atlanta about how we are going to transform and close/change the gaps to be competitive. Company is going to kick something off 1st week of January. Jeremy wants to have union help with input. He would love to have our involvement (35 million gap)

- Danny Poe asked them to look at 1&2PM, to give incentive for people to stay, HR is going to look into this
- Bill brought up South Converting resource pool that they are hand picking who is going out to 7,8 & 13TT and people in Resource pool are not getting asked starting at the top of the pool. Matt Peat is going to look into this
- Bill asked HR about where in the process is the 4 tens for Electrical and Maintenance departments, Don Berry and Joe Shaw are still working on this, company asked union to aid in this by presenting a more detailed proposal.

Grievances:

None

Meeting Adjourned.



For the Union



For the Company