

Standing Committee  
April 18, 2018

**USC:** Curt Ollila, Mike Keyser, Keith Wright, Frank Stuhr, Bill Dombrosky, Danny Poe, Gabe Shefstad, Jennifer Byrum (notes)

**MSC:** Grace Huang, George Jones, Heath Gibson, Heather Bogle

**Union Agenda:**

- Blue slipping at the leadership position? Heath Gibson said same process that they have been doing just standardizing them to meet company standards to see if people are qualified for consideration
- Vacation agreements not what we agreed with? We only agreed to 1 year not full contract. George said they are going to revisit for 2019 in South Converting. George said we are on the same page and still plan to sit down and make a plan in January 2019
- Letter from George Lomnasney? Mike Keyser read letter, Heath asked where people are punching in? Can we be paid when walking thru the turnstile and maybe change 7 minute rule? 2 questions that need to be answered. George referenced Section 19 pg 28. Mike Keyser is asking this committee to come up with a solution for next meeting
- Bringing in retirees-Discussing in Company Agenda
- Vacation allotments for relief ladders they shouldn't have their own allotment they should sign up on the same ladder they are in if no openings are available then they can't take one. Also it is being put on bids that they can only have Monday to Sunday vacations. Heath said he will have to sit down with Kay and see how she came up with this
- Performance reviews- Heath Gibson said 1 per year. In the last 3 years Heath said they have worked hard to get better at this
- Kay sent out an email saying they would not be paid call times per section 18F. Frank said they should get paid a call time because they are volunteering to come in and help the company on their day off. George said he doesn't agree because they are volunteering and could say no

**Company Agenda:**

- Attendance-
  - 29 people between 1 & 1.3%
  - 59 people over 1.3% & above level
- New Hire Process: 10 new hires in the last group and new group coming in after the down. Camas offers to maintenance and some operations
- to bring in more
- Electrical Contractor- Joe Shaw said Bob Kost just started working again as an Encadria EE as a Contractor to work with Keith S during the down for 5 weeks. Mike Keyser asked that we be notified whenever these people come in as contractors
- Overtime Scheduling- Heath said there is plenty of overtime Heath asked how covering Overtime as fairly as possible and said we usually schedule by mate. We said if you schedule by mate then senior person doesn't get hammered

**Grievances:**

**17-31:**

**USC:** Shift Differential-Frank said he will take \$1000.00 if it can go in 401K. Did HR look into that?

**MSC:** George said if it gets put in he is selling it and will be taxed. Heather said if he changes his contributions in his 401K then it can fix that

**USC:** Hold Timely to let him know options

**18-02:**

**USC:** Pay verification?

**MSC:** Grace will look into it

**18-04:**

**USC:** Bid Qualification denial for Kraft Mill-Hold Timely

**18-07:**

**USC:** Job Bid Cat Shop Denial

**MSC:** Grace said she is still getting info-Company Hold Timely

**18-08:**

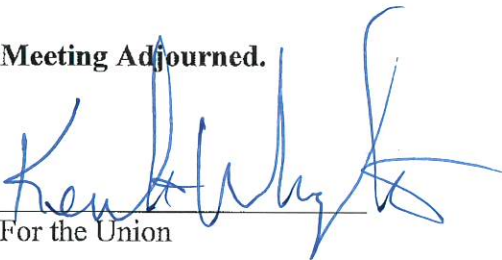
**USC:** Shift Relief Policy Violation-Frank sent in Information Request

**18-09:**

**USC:** Bid Denial for Kraft Mill Bid- Information request for performance reviews? Let this go back to 1<sup>st</sup> Step and have a discussion with Department head so its non-precedent setting

**MSC:** George said he needs to talk to Kelby in Steam Plant and will get back to us, Grace hasn't received grievance

**Meeting Adjourned.**

  
For the Union

  
For the Company