

Standing Committee
July 15, 2020

USC: Keith Wright, Bill Kerr, Bill Dombrowsky, Gabe Shefstad-Notes

MSC: Emily Riggott, George Jones-in person
Heather Bogle, Bob Hess Matt Peat, Paul Shreve-Online

Company Update:

- Bids on 7-3 pending/2 offers accepted/1 on vacation. They want 1 4th off same bid, Union disagreed and said repost and brought up possibility freezing all bids since BF shutting down
- EE getting relief pay on #7PM-Paul Shreve to follow up with Kay
- Senior moves on #7PM not able to happen but guys should be receiving pay, management aligned. Paul Shreve to look into what staffing would be if moves were made
- New Hires-4 in August-3 planned for 1&2 PM and 1 planned for #7PM
- Attendance:
 - 10 at Suspension with one additional action pending from this level
 - 29 Reprimand
 - 90 Coached
 - 2 Last Chance Agreement
 - 10 pending actions from last week.
 - 8 Coaching and 2 Reprimands
- AMT during this quarter we dropped to 1.7%-Union pointed out that KM not supplying enough saw dust for PM's to run as cheap as possible
- Box Facial officially shut down July 19, 2020, starting demolition so they can install new line. Emily said they'd drop into relief pool-Kerr replied that confusion exists around bump rights. Questioned why senior guys don't get bump rights, only guy's pushed out the bottom of the pool get them. Relief pool didn't exist when some of the employees went into progression ladder. Emily's facial expression shows a lot of grief with this. We ask that bump rights be given to the 2 employees that never worked through resource pool. Emily said maybe, but want to have more discussion. Bill D to see what employees actually want to do
- Maintenance Shift Relief Coverage-7 scenarios-George is working with Hathaway and Shift Manager and Keith Sloderbeck
- OBWS for North Converting to start next week-Gabe pointed out that we might have to extend Union participation to e-Board since standing Committee are getting tapped out with scheduling
- Bill Kerr to get Matt Pete some names today
- Voluntary Work Sign up review-Questioned if call times get paid, and Laborer or blue slip-answer no call time and laborer or wage posted. They are going to work out the tech bugs and get it going soon

Union Agenda:

- COVID at the mill-Bill D worked about screwing up pay will cause people to hide symptoms. Emily trying to get current pay issues resolved. People told to stay home can still use 14 days COVID Quarantine in future, but 14 day is only supposed to happen once.

- Wood Yard/Boats-Phil Warnake told boats that they have to cover their own vacations. OT hit 70+%, Union explaining how messed up it is to only having one relief. No one is happy with Warnake's new proposal
- South Converting Resource Pool- not asking senior employees. George and Matt claim they've offered the jobs correctly and say they have proof
- Insurance is requiring a second opinion on certain things or else you'll pay \$1000.00 penalty. Emily to follow up with more info. Contractually it falls in International language

Grievances:

20-01:

USC: Should have been settled at 1st Step.

MSC: George said it's not contractual since it's a "policy"

JSC: Lots of discussion

MSC: George doesn't want to follow policy

USC: Union points out that a ton of polices enforced on us are not in the CBA

MSC: George and Emily to respond

20-02:

USC: Settled Todd T to get job

20-03:

MSC: Company to Hold Timely

20-04:

USC: Hold Timely

20-05:

MSC: Lots of oddities because of grievance occur date 8-19-19?

USC: Pointed out he was never frozen so the guy that went around should have been temporary move not permanent

MSC: Company hold Timely

Meeting Adjourned.


For the Union


For the Company