

Standing Committee
July 18, 2018

USC: Danny Poe, Gabe Shefstad, Bill Dombrosky, Keith Wright, Jennifer Byrum (notes)
MSC: Grace Huang, George Jones, Heath Gibson, Heather Bogle, Collins McClains

Union Agenda:

- Update all seniority lists by departments and also mill seniority list. Kay is working on it
- Roger Maki? Filed grievance February 21st. Danny Poe talked to him the other day and no progress in him moving to CAT shop. Grace said they will talk to him about the timeline on him moving. USC said in contract book person needs to be moved in 14 days. George is working on it.
- New hires training new hires- We are creating issues. Keith Wright is worried about the safety issue. MSC said they understand and they are open to suggestions and they are looking in o it.
- Safety office getting out of control by implementing safety controls based on knee jerk reactions. Grace said what she would like to so if see how we can address this and brainstorm maybe have a separate meeting with people from Safety Department
- Vacations- There are a handful of employees that have 5 years in this year that were part of the lay off a few years ago and did not get there 3 weeks' vacation for 5 years. Bill D said all employees were vacation eligible the 1st year. HR will look into this and let the people know
- Danny Poe brought up about how short handed they are on 1&2PM and about how much overtime that they are working. 23 shifts of overtime and 2 more people have quit.

Company Agenda:

- New Hire2 15 today and another group starting in August 3 people transferring from Encadria to GP
- Attendance-
Lots of call ins and assets being shut down because of call ins
- North converting organization change- Keith W gave email to MSC about complaints. Heath Gibson said they are communicating and having one on one meetings. They want all the changes to happen in the next 6 months to make it work by eliminating utilities. They are still having the same # of people. They are not going to pay up for wrapper OP relieving winder Operator. We asked that they post bids for openings in area that need people. Grace said they will take a look at bids and posting them

Grievances:

18-11:

USC: Discipline

MSC: Company holding timely to look at all the info

18-12:

USC: Salaried work- we agree with the response

18-13:

USC: Still waiting for Info request-EE got reprimanded for calling in for personal business.

MSC: Hold timely till we can meet with employee

18-15:

USC: Qualifications- sent info request.

MSC: Hold Timely we need to talk to people in department and look at why they are not being qualified

18-16:

USC: Written reprimand for shutting line 10 down. We feel she made a decision based on how many people they had and shut down line we want reprimand to be removed from file.

MSC: Heath Gibson will look into this

18-17:

USC: Job Bid- 9 month job bid

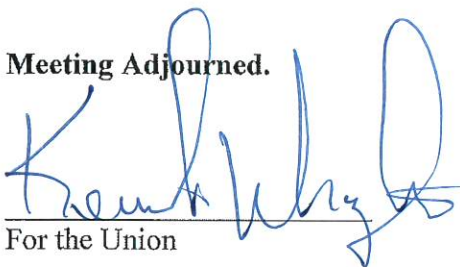
MSC: Grace looking in to how 9 months played out and are looking into this


18-18:

USC: Scheduling Page 22 15B- EE was paid for 2 days but is still short 1 night shift. EE should have been scheduled as she was the only one available

MSC: Grace will follow-up and look at those set of dates

Meeting Adjourned.


For the Union


For the Company