

Standing Committee

April 17, 2024

USC: Terra Gorley, Mike Keyser, Bill Dombrowsky, Gabe Shefstad, Mark Nicholson, Keith Sloderbeck, Todd Austin, Jennifer Byrum(notes)

MSC: Jirza Ortiz, Owen Johnson, Hether Bogle, Brian Solheim

Union Agenda:

- Bid all temp jobs that are over 6 months uninterrupted time limit per contract. We have them all over the mill and have people doing them uninterrupted.
 - Patrick C getting special pay and schedule
 - George Lomasney-greivance filedWe are asking for a full list. Jirza said she will get with Heath when he gets back. Heather and Jose are learning a development leaders and Jirza will talk with them and bring them to the next meeting for us to ask questions. Heather will have a list by Friday to the Mill Manager
- Woodyard resource pool needs more than one person as it feeds 6 ladders. Owen said its hard to train person on all of the jobs. Jirza said that they have allocated more Labor Pool people to fill that roll. We are wanting 3 people to be in the resource pool to feed all the lines.
- VSW's for all areas that haven't gotten any, Woodyard, Paper Machines, MSG, Steam Plant, etc. Jirza said they have to look at what the mill needs right now that's why they are starting with maintenance as that's the need right now, but they are looking at the whole picture. Mike K asked if it would be helpful for Departments bring forth VSW's for there department. Mill Manager said that would be helpful for them and have department head also get involved.
- Safety rules are being put out again without our input with Mill Manager and asking employees to sign them.(Overhead work) This is happening on Paper Machines and Jirza will double check with Joe Ciullo about this. Owen said this was about having to cone off arial lifts because we had people get hit by mobile equipment. But we are asking for it to come to WSC and Standfing Committee before it goes out in the mill.
- Child Support Notification help. We are asking for a policy for this. Heather B said they return all phone calls. Koch Global Solutions is not doing there job and pass everyone off to a 3rd party to deal with. Jirza said they will talk better with her team to come up with a better solution.
- Precision techs working alone and using non P/T's to fill in. We had a Precision Tech come up to us because his team member has been out for several weeks and they have been giving him an operator to help him on 2 person jobs and it should be another maintenance team member. He feels it's a safety concern. HR will look into this.
- Snookle issue-We have heard that he is being brought back to work tomorrow. We have asked for info about his discipline and been denied info. Jirza said that they don't have a path forward yet on this and will look into this. Jirza said that Bill and her will have conversation outside of meeting. Internal and external investigation came up with unsubstantial evidance.
- Matt Smith update-Jirza and Terra will talk after meeting
- Emails for contracting out and list is not accurate. Jirza said they are having issues with the system and she will look into this. We are not getting notified of this. Mike Keyser said our ask is that Standing Committee get emailed everytime a contract get written.

Follow up:

- Scott R was going to get back to us 1&2 PM vacations. Heather B said she saw the email and there would be no change. Jirza said the data he had didn't accommodate all the info and will get back with Scott to discuss.
- Chris L was going to get back to us on Crane Specialist proposal and 4/10 schedule. No update from Chris yet.
- RRE's Shift Coach-Jirza said these are not done yet and they are still working on it but she will have a better idea by next Standing committee meeting.
- Material Handler/Baler pay-Balers are part of the job and during that time frame of October 2020 to March 9, 2023 no bids for baler posted because they came out of the Material Handler ladder. We are trying to get this worked out. Jirza asked Mark to type everything out and get to her. Gabe said he will type it up for Mark as he is on vacation and get it to her tomorrow.
- Jirza was getting back to us on Bill Krzton update. Heather B said the rate isn't going to change they have communicated this with him and let him know who he needs to contact to appeal it. Heather said she will meet with Terra and try and explain.
- Relief scheduling update-Mike McSweeny is working on this now and HR hasn't had a chance to meet with him yet.
- Oregon Sick Leave date still needs to be set-Jirza sent email to Emily and Charlie and haven't heard back yet. She will work on this and give an update.
- Contract Language on 30 day notice-Already discussed. Mike K said we default to the contract and asked that the company is doing this as a courtesy.
- LOTO Violation Policy-Removal of Discipline, Jirza said she had a conversation, and this was not discipline and Jirza will have a conversation with Chris about this. Terra had a conversation that this wasn't being handled as discipline, but it was.
- Bosses disqualifying employees before going thru the process correctly and singling out employees. The only language we have is about apprentices but not on bid jobs. Heather B said she will look into this, and the bid wasn't posted for Marc's job.
- Internal bid for tug captain and tug mate-We have heard it on the radios, but no internal bid has been posted. HR will get on this and have bid posted.
- Installing cameras without notification. Jirza said these are just for safety purposes only not for discipline. We are asking that we be notified where the cameras are installed because they have been used for discipline in the past. Mill Manager and Owen said none of the AI cameras have been installed yet. Keith S said one has been added to PM6 basement. We are asking that this is not a way to discipline people. Jirza said she will have conversation also.
- TRAX not for discipline-When we are using it for discipline, we are not going to have people report. The Mill Manager will look into this.
- Landon Pinkstaff hire date still not right needs to be 9/5/23. Heather will ask again to be fixed in KBB.
- Ken Top still not being able to take vacation, last week of May and should be able to as Thad B is out of the ladder. Heather B will look into this.
- Dale Cathcart update on policy of walking people out-No update yet.
- Car wash-Owen said he will have an answer there is w/o out there for it.
- We are asking to lift the black out dates for mill down that got shortened. Heather will look into this. Gabe asked to be a week of seniority sign ups and Heather will look into this.

Company Agenda:

- 30 day notice for position eliminations-This is being reviewed right now by company's legal team and when they get it back Jirza will bring it forward
- Adding 1 more rung in the Steam Plant at the top ladder above the Lead Operator also doing this in the Kraft mill. Will be a bid positions follow ladder in progression. Terra brought up that needs bid by seniority.
- Jirza said that the Mill Manager and HR are working on the Maintenance wage and will bring it up to Standing Committee when they get it together. Looking more into Electrical & Instrumentation for retention of people and to attract people.
- Job notifications still not being sent out on emails again. HR will look into this.

Grievances:

24-01:

USC: Kicked back to 1st Step and paid.

24-02:

USC: Kicked back to 1st Step and paid.

24-03:

USC: Hold Timely

24-04:

USC: Zack wants to be on Shift relief and was told he can't by Mark Snookle

MSC: Jirza said she will make sure he is added to the list, Jirza will resolve this.

Meeting Adjourned.


For the Union


For the Company