

Standing Committee
April 19, 2023

USC: Terra Gorley, Danny Poe, Mike Keyser, Mark Nicholson, Bill Dombrowsky, Jennifer Byrum (notes)

MSC: Heather Bogle, Jessica Conover, Heath Gibson, John McGaughey, Ryan Webb

Company Agenda:

- Ryan Webb-Mill Update-CPG TTN performance is below acceptable levels, we need to achieve double digit returns for KOCH to invest in our business. WAU productivity priorities are TAD and Angel Soft. TAD we are struggling to hit target rate and Angel Soft our sales pace is 55mm plus cases and our production run rate is 50mm cases and we need to close the gap. We have an opportunity to close big gap on saving money on how we run our pulp mill. Wauna's biggest opportunity in maintenance materials/includes parts and contracted jobs.
- Master Agreement books-All books are in. We are going to put some in the Clockroom for people to grab, and take some to the hall
- Craig Marincovich-2-3 year OMV anniversary approaching-Mill related back injury, this is coming up in May
- Bridge Closure Staffing-Ryan said we are supposed to get an 8 week notice before closure unless an emergency. 6 day closure and 30 day total project. 260 total people live in Washington. Mike K brought up maybe reimburse people who want to stay at RV park on Oregon side. Ryan Webb said they will have a better plan as they discuss more next week. Kristi sending survey out.

Union Agenda:

- UKG App still not matching Kronos, from schedules and vacation requests. Terra gave heath a few examples and he will check into further. Terra also brought up people not getting messages from Robo call. Heather said new hires are getting these numbers during onboarding, she will look into why it's not leaving messages
- Wood Yard vacations, i.e. day workers shouldn't be included with the shift workers for allotment purposes. Phil doesn't want to change this right now because he is planning on making changes to ladders. Terra says it needs to be separate as it's a standalone job. Heath will go back and meet with Phil.
- Tug posting needs to be corrected, as in advertising for a mate doesn't meet the qualifications for master of tow license needed for the job. Heath said it has been corrected
- Vacations for new hires that would be through probation by June 1st, plus can't sign up for next year's seniority sign up. Emily gave us a chart but we need names of people. We have a lot of vacation illegible and not enough weeks for people to use them. Need to come up with a solution
- Incorrect rate for 4th hand on 1&2 PM WRI codes 813, 814 & 823-Heath said they are fixed now
- HR still working on raise for April, heather will send out email to address this
- Vacation allotments for ABT not having enough slots for weeks that employees have 9when Jessica was called about this she stated she would not be changing it, getting 3rd hand so not sure how it came about) Heath believes that it is correct, and they do not have to allow for all vacations as people cash them out etc. and some get used as emergency vacations so having 85 vacations and only 80 slots open is okay, after Heath talked to Vocana they are just going to slide it 2 slots the whole time

- Employees need to be able to take their vacation per the contract except those covered by the specific MOA (Emily was supposed to get me the data on who needs to use theirs yet) We still need a list of names who were under the MOA and who were under the Master Agreement to figure out how we are going to get these people to be able to take their vacation. Heath will get with Emily and set up a meeting with the right people in it. We also need to have vacation schedule updated more timely
- Emily was going to get us the criteria for certifications for shift managers administering drug tests. Online course given by Sherri, but they will pump the brakes on this process/how often it is administered (possibly emergency use only) more to come. Heather said there is a completely different plan coming. Terra asked that there be a check list of things that have to be checked off before we administer drug test. Heath said they will look into this. Heather also said there will be another training happening
- Apprentice pay rate adjustments-Standing Committee thought we had an agreement on this, no change right now, as Company feels that they are not out of compliance with the state law since our CBA covers the electrical apprentice wages, that Randy jumped the gun bringing it forward and No MOA is being written he talked about separating the apprentices because the mechanical will take a pay cut when they journey out. I said we had the understanding that that was a proposal and we agreed to give all apprentice the rates given by what the state allows for electrical apprentice. Terra brought up that we feel that we are not up to compliance with the state, and we are asking Company to be in compliance. Ryan Webb said he needs more information and the steps were not followed. Heath will get with John and talk about this
- Mark would like the response for the vacation allotments that were going to be checked. Heath wants to look at this and have a conversation again on this and will get back to Mark. Jessica Conover said they agreed to go to 2 until they get people trained up so there wouldn't be having mass overtime. Jessica Conover will also circle back with Emily on this
- Dues meetings haven't been scheduled and are still having issues of back ones. Melissa, Mike and Heather are now meeting regularly on this issue.
- Has training issues with Kraft Mill been resolved? Heath said he talked to Ed Burg and a little progress has been made, but still needs to be more. He has another meeting next week to get issue resolved. Terra brought up Steam Plant is also starting to train people out of seniority. Double check to make sure Bob Bolding is frozen.
- Bosses not approving vacations for spring down possibility next year. These weeks are not blocked so you don't get to not approve the vacations. Heath will look into this and get back to us on this.
- Did we resolve DDs reporting out to the whole mill absence? Heath said this has been resolved
- What is HR's roll in discipline and what is the progressive discipline? We want to come to an understanding on how it works. Heath said he is on the front end of discipline but he doesn't strong arm to PL's terra asked when a PL wants to pull something from a file that was agreed on by the union then we are told no by HR. We want to be able to work with PL's to resolve issues together. Heath said more conversations need to be had with PL's to help them understand their rolls
- 401K update-Email went out today that we can access now
- Material Coordinator Pay? John M has the information that he needs as for RRE's and now can bring up the information up with Emily to look into this again.

Grievances:

23-01 MSG:

USC: Received response and are holding timely

23-02:

USC: 3rd Step was given yesterday

23-03:

USC: Master Tech disciplined for food on floor during SQF Audit, we feel this was a flow to work and wasn't a deliberate violation. Asking to be a coaching not a reprimand.

MSC: Heath will look into this Company Hold Timely

23-04:

USC: North Converting Vacations- Nothing was mentioned in the last 2 extensions to carry these over. Our request is to have vacations go back to seniority.

MSC: Heath will get back to us, Company Hold Timely

23-05:

USC: Disciplining people on what was put in TRAX- Union said 1st time nothing was said it wasn't coached until the 2nd time about TRAX and got written up, we ask to find out what Crane training he had.

MSC: Heath will ask this but also told us he did it a 3rd time on Monday night.

USC: If he hasn't had in person Crane training he need to get it

MSC: Heath will get with John and discuss Company Hold Timely

Meeting Adjourned.



For the Union



For the Company