

Standing Committee
April 20, 2022
Zoom Meeting

USC: Terra Gorley, Mark Nicholson, Keith Wright, Danny Poe, Gabe Shefstad, Bill Dombrowsky, Mike Keyser, Bill Kerr, Jennifer Byrum (notes)

MSC: Pam Maurer, Ed Berg, Don Berry, Mark Hauke, Randy Bostic, Scott Touney, Lauren Bishop, Dan Vocana

Union Agenda:

- Kenny Houle calling him into mill on his day off to do a covid test without pay. Pam was not aware of that situation was going on. Pam is going to look into this and get back to us. Pam got word that they don't compensate that testing is voluntary and they don't have to come in. Gabe will follow up with Pam on this
- Snow day- Need clarification on how we are handling the snow day on Monday. Historically when the road has been closed we have excused this by act of god. We are asking that Monday be excused for everyone that couldn't make it in. Pam has to go back to leadership team and get back to us. Pam got an email from Heather that employees are going to be excused for Monday
- Material Coordinator Rate of pay-Don Berry is going to make time to sit down and talk to Darren and Jennifer about this
- New wage Tables in Contract Books-Jaime Isom is working on this and HR will go over after she is done
- Tugboat Rebid Request-We request to rebid job for anyone in the mill that id qualified deckhand, there are people in the mill that qualified as certified deckhand and they would work as an apprenticeship under the Tug boat captain. The person who was hired for this position has been separated from the mill. We asked if they can post another bid and lower the qualifications of the bid to hire a deck hand and put another bid out for tug boat operator. Ed said they need to look into this and get back to us
- Converting resource Pool-everybody hired after March 1st be in labor pool. We would like to talk about getting rid of the 50% between labor pool and bottom rate. We need to bid jobs before a new employee gets put in a department and blue slipped in department. We would like new hires to be put in a resource pool. We are also asking to let new hires be able to bid on jobs during their probation period. we want all new hires to be slotted into a labor pool and to allow them to bid on jobs during probation
- Special Assignment for Derrick needs to return to his ladder immediately. Seniority violations/bid out of bargaining unit. Company said that he is back in his position at RO16 this week. Mark Nicholson brought up that you just can't take a person out of their ladder to work special assignment in another ladder. Terra G also brought up that master Techs are making their own call lists and not going through the clock room
- We had an issue with a boss that said all information requests we ask for now has to go through HR. Pam said that is true this is the way things have to run for HR. We are asking why the union is not being notified on employees that have stuff on their files. Bill is asking that the employees be able to try the bid in Steam Plant and that we get documentation if they are denied bid

- South Converting Contracting out our precision techs and having us train them Mike Keyser asked if we are going to continue to have Harder continue to work the 60 days or are we going to find a solution to the problem. Don Berry said he can ask for volunteers for people to fill the gaps before contracting out next time
- Safe to operate in converting. We need an explanation on what this is? Company said that once you are qualified at a position and are signed off to run a piece of equipment you are safe to operate that machine. Employee has to get checked off on all the OJT and filed verification then they are safe to operate, then they continue with their journey of training to continue training. Union has 2 points of concern, how does it affect their blue slip and is it by their seniority? Dan V said yes it's by seniority and they are not rushing anyone to get signed off. Terra said the people on the floor have a different vibe on this and feel they are getting rushed
- Clarification on the Steam Plant Ladder- We need to know who is in the resource pool over there. Do we have JA over there or is there a resource pool. Mark H will get with Terry and get clarification and get back to Mark Nicholson
- Are we looking at college help again? Pam said yes they are looking into that again. We are asking that college kids get 1st look at before they move to graduating seniors
- We have a couple follow ups from last meeting
 - Precision Techs pay? Pam still needs to follow up on this
 - Dave Morgan's wage rate been fixed? Pam said this should be fixed
- Pam Carter Unitizing Freeze-After we talked to her, she is not okay with what position that Heath Gibson was going to freeze her in. We are asking for Pam Carter, Heath and someone from Standing Committee sit down for a meeting

Company Agenda:

- New HR team mate Lauren Bishop
- Hiring Update:
 - April- 23 started
 - May 2nd- 6 starting

May 25th Indeed hiring event. We still need to bring in about 30 more people by July. We are down about 20 right now

- Randy Bostic potential rehire of another electrician, Jason Dahlquist would like to be rehired with his vacation that he had when he left the mill 18 months ago. We asked how much time he has on his tools and how long he was on salary. 11 ½ years union, we asked to get back to them they are asking for his 3 weeks that he earned while working in union
- Dan Vocana control room project would reduce employees by 8 in North Converting. They want to cut the break relievers out of the ladder. Between 10 & 11 wrapper there is 3 folks in each control room and only 1 would be on break at a time. We brought up how under staffed the department is and how big of an impact that would have on Department. Dan said that why they are doing this slowly through attrition. Gabe S said he has talked to people on the floor and a lot of people are still not getting breaks and if people are to be doing 2 jobs are there going to be pay increases? Dan V said no that's part of the team work attitude that they have been working on. Union is not in agreement with cutting jobs, but we need to make sure that if it's a person's break time they go to break even if there is problems on the machine

Grievances:

22-02:

USC: Company held timely last meeting, still waiting on response. Gabe S said when he gave Larry the grievance they have 10 days to respond, but he didn't get a response for 64 days and that was in January.

MSC: Ed burg will look at this again and get back to us

USC: Gabe asked when we will get an answer.

MSC: Mark H and Ed B will have an answer by end of the week

22-04:

USC: Contract book Section 33 D page 58-once the call lists were denied should've shut machine down, mill choose to cut staffing, this was not an emergency, we ask management stay off our equipment and staffing is not an emergency in the contract, we are moving to 3rd step

22-05:

USC: Thor still hasn't received appeal response yet, so we will hold timely until he does-
Hold Timely

22-06:

USC: Hold Timely

Meeting Adjourned.



For the Union



For the Company