

Standing Committee

April 21, 2021

Zoom Meeting

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

MSC: George Jones, Heath Gibson, Matt Peat, Mark Hauke

Union Agenda:

- Apprenticeship Program-We have a guy in Recaust that has been waiting a year and ½ to go into the program. He is being told he can't go because they can't let him go from Department, but they let Sara go to be a shift mill manager. Company will look into this (Greg Norman)
- Badging at the gate- Can we get the turn styles op so people can get out in an emergency. Matt Peat will look into this
- Mill Beach-Employees will like access to this again to go fishing. Matt Peat will look into this.
- Walk thru- After all this restructuring of the ladders in the mill, the union wants to have a safety walk thru to make sure nobody else is put in harm's way. We want to have the safety council. We would like to have a look at MSG, Wood yard, and new Angel soft line. Matt Peat said he will talk to Safety team and discuss with Joe.
- Allocator Position-Doing job since September 7th. When did they offer Salary position? April 12th was the 1st day in Salary position so they have 30 days then they are no longer a union member. The one relief has 180 days for the special assignment.
- Not enough help- Green on green training in the mill. This is a key contributing factor to the injury we just had at the mill
- John Hass medical bill? There was a fire on LGV, had to go to hospital after incident, Heather saying he has to pay for his medical bill. Matt Peat will look into this.
- Jib Bids-Why is it so hard for people to sign up for job bids. Why did we change this, Matt Peat said it was IT issues and it's still the same process.
- Safety Jackets-we know the program went away but Jeremy Ness said anyone who already earned them last year still gets them. We need to get the letters out to the people who have earned them. HR will look into this.
- Where are we at for the union dues? George had already left meeting, and Matt will touch base with George and get back to us.
- Bill Kerr let Company know about voting on Framework Extension Dates are May 3-7, 2021. No new hire orientation at the hall on May 6th due to voting.

Grievances:

21-04:

MSC: Hold timely by Company

21-05:

USC: Union Hold Timely

21-06:

USC: Moving to 3rd step

21-07:

USC: Section 33 Par D pg 58 we had 4 Salary team members putting on felt and displacing hourly workers. This individual has done this in other departments also. HR needs to have a talk with management again to keep hands off. Matt Peat said he wants to review and want to talk it over with Mark Hauke then they will get back to us. We brought up that 2 years ago this sort of thing happened with the same salary person and they paid it.

Company Update:

- Summer Help-Company is ready to kick it off for hiring temporary workers? Company want to raise temporary rate up to \$20.00 an hour, Union thoughts are we want to hire college summer help only we have MOA in place with a rate in place and if company is going to go with Encadria again we don't agree. We aren't against the temp to permanent but want it geared to college kids. If company changes to graduating seniors and college students and drop Encadria we will agree. We agree to pause and rewrite this with the company.
- PM ½ Pulp Slab Resource pool-Going forward they are going to split the pools for this. Matt Peat said he needs to revisit this with AC. Union said they have been scheduling people that are not in the pulp slab ladder and they can't do that. Matt will follow up with AC
- Hiring update-New hires April 19th New hires on April 26th and new hires on May 3rd. Past Monday 4 new hires, 8 scheduled to come in on April 26th, 6 more on May 3rd, looking to bring in a bigger group on May 17th. Union said we had new hires sent down to hall while Melissa was gone and we had already told company she would be gone and Company still sent them.
- Attendance update-Matt asked Heather for update, and hasn't received it yet. Will follow up with the team.
- Leave of Absence Resources-new revised leave of absences website that employee can go to. It's in my HR under leave of absence they can go into figure out if they qualify for leave. It's not the same for filling out FMLA paperwork, this just helps employees guide their way to make sure they are getting the right leave.
- Benefits audit-on Spouses June thru July 31st to make sure they are eligible for Healthcare. We feel this is a change in the framework and you will have to call the International. We asked if Company can send the paperwork on this to the union. Matt said he needs to review this and will get back to us.
- Review Section 18 page 28 in contract book. Matt Peat wants to make aware that when we have interviews that hourly employees are involved in they are not qualified for a call time. Union said that this is for new hire interviews, we are not aligned on this when we are coming in for this, we are coming in on the company's

request so a call time is payable. For new hire interviews we are fine with no call time payable. But with the interview boards for jobs in mill we are not aligned with this. We are not aligned with this at all. Keith W said why don't they just have someone come in and cover them and pay them the call time? Company wants notes on meeting that Union has will Mill manager and Emily on this.

Meeting Adjourned.


For the Union


For the Company