

Standing Committee

August 16, 2023

No meeting in July

USC: Terra Gorley, Mike Keyser, Mark Nicholson, Bill Dombrowsky, Melissa Smith(notes)

MSC: Jirza Ortiz, Heath Gibson

Company Agenda:

- Span of Control-Jirza gave spreadsheet (see attached) on leaders and who reports to who. Removing power of kronos from Supervisors mill wide. Jaime Isom will be doing pay, Jessica still doing scheduling. Working on the process. This is come out after the down. Bill D brought up issues with Jessica not responding to emails, phone, etc.
- Adding 3 L&D positions to help training in areas of the mill, salaried positions. Support areas for new hires to get trained, this is an additional resource to PL's, the areas are not finalized yet, North and South possibly, 1&2PM and Tad. Positions to rotate as training is needed in other areas, Heath called them Capability Coordinators, they own it. Bill D asked who is doing the training, Jirza said it is a combined effort. Mike K asked to get Bill, Gabe and Mark to next meeting. Mike K says employees would like to see more hourly employees on the floor not more salary.
- Oregon Sick Leave-Talked about the issues we are all seeing about it. The info you get from state changes depending on who you talk to there. Still a lot of questions to be answered. Terra said we need to have a sit down and discuss all the language, for example S/A benefits, Company agrees we need to have meetings, but not yet cause we don't have answers
- New Hire Probation EE MOA- Heath wanting to keep on radar, said we ran into some challenges, new hires are bidding while in orientation, which is good thing but, we planned on placing them one place, they bid, and then so it still creates vacancy in department. Still have bids, Mark said if bids not accepted then interview for just those positions with direct hires. Heath said no more new hires till after the down
- CFATS language for East Side bids- background checks. Trying to put together convergence training. Want to make better system
- COVID Update-Protocol is gone except if you think you got it from a work exposure, you need to notify work, COVID absences are like other absences. If you are sick stay home.
- VanCurren Freeze-he is officially frozen-union agrees, that's 2 in ladder frozen, no more can be frozen at that level.

Union Agenda:

- Converting Progression ladders-Terra said there is open slots, Jirza said training still need to qualify, will move.
- Master Tech in Kraft Mill-Randy Rigsby, there isn't a Master Tech in Kraft Mill, on schedule he is listed ½ time as digester and ½ in Steam Plant, he shouldn't be making Steam plant wage, and he doesn't qualify for Steam Plant pay. No special deals.

- Discussed Jeff Stone that he is talking to employees about possible changes, and he is acting like they are taking effect immediately, Union suggests we sit down with Jeff or whoever, and discuss plan and get it figured out
- Attendance still not equal or timely across mill-Still an issue, not consistent across mill, Some PI's excuse everything, others don't, that makes our job hard to defend. Heath says we are working on catch up, trying to get consistency with the policy in all areas, Terra said some PL's aren't following progression, they are skipping steps, Heath says we generally follow progressive discipline on attendance.
- Vibration analysis WRI code for CAT III pay rate- Jirza gave hand out-see attached, we have 2 certifications now in mill. Mike K don't have a WRI Code for CAT III specialist, need to make code, Jirza agrees. Mike K said we need to do something to keep these guys, discussed job descriptions and what needs to be updated. Jirza said we need to draft proposal, she will work with guys to get all info to get this set up and set it up in progression ladder. She said they will make change effective immediately to WRI Code. Per Jirza, Ryan is on board, she will get with Jeremy to get approval for pay
- Still not getting mill wide email notifications for job bids-Heath said Mill IT found out that service center person no longer there, so case went dead, so restarted case, give us time we are working on it. Union asked who posts job bids. Jessica does, why can't she just send out an email, Heath said yes she possibly can
- Equality for probation employees attendance-Terra said some people don't get talked to at all, others are getting talked to immediately, Heath said we think we can fix some of the attendance issues
- New Hire wages on Paper Machines paying labor pool rate-Terra said we have agreed upon wages tables, Heather Bogle gave another set of tables that have not been agreed upon. Bids now having new hire rates, should be getting bid rate, example RO16 new hire-Not new hire rate, Mark is going to send wage rate table Heather sent him to Heath.
- Encadria Hires-what us the process to switch over from Encadria to GP-Jirza explained there is hour requirements to meet-Union has not been notified that there is Encadria hires in the mill, Jirza will follow up
- How do we handle when mill doctor overrides employees doctor? Want an explanation of who supersedes who? Worker's Comp-Mills doctor overrode his doctor-Company will do research and follow-up
- Robo call not actually calling people again, and also not having wait time between calls either, Mike K gave example-Robo call is very hit or miss. Heath said will look into and get IT guy on it and get back to us.
- Vacations and floaters not being approved timely again, Terra said waiting till final schedule is out before Jessica approves, Terra tells employees to email Jessica, and then it gets approved. Employees need to be able to make plans, Heath will follow up and get back to us.
- Possibility of bringing back interview board-Union asks where we are at on that. Mike K maybe L&D team can help with process
- Napkins scheduling of crew shortage-Both Tech 1 & tech 2 do same jobs how is there crew shortages in both classifications. What are the shortages? If job opening need to make senior move. Overtime shortage should be at tech 2 level to be able to run more machines. Heath needs to get verification, he said for them to grieve it.
- Where are we at with Yordi Gallardo and Gary Tussing probation extension?
 - Yordi-quit
 - Gary-Heath will do follow up

- Negotiation follow up- Heath said we are still working on it, Terra said we know we aren't going to solve here, but want it in our notes
- Update on Phones? Screen room still having issues-Heath said he will follow up
- Did heath check into E&I department schedules? Heath said he is working on it
- Material Coordinator pay-Heath said he will look and see where we are at, said he will talk with Chris and get back to us.
- Labor pool employees not getting evaluations-New hires getting through probation without any evaluations-Heath will look into and get back to us
- Nick Boehler, move up maintenance planner should be close to his 180 days. Company needs to put him back on tools or offer salary job to him.-Heath said have offered salary job, he accepted, union said we need date he accepted, Heath will find out and get back to us
- What is the hold up with posting for 2 shift instrument positions? Getting conflicting answers-Mike K said these are posted
- Need to post ASAP a job bid for Wood yard Maintenance position (replacing James) and not use apprentices as manpower. I was told they were going to wait until after the down. (Unacceptable)-Heath will research and get back to us
- North converting special assignment lube tech. If they need this position, post a job bid-Union sent information Request on how long Dan Little on Special Assignment-heath said since end of June-Union asked who is doing Lube position-heath doesn't know, Union said we know there is a need for the position, we are asking for job to be posted as bid, who was doing the job and for how long. Heath said he will research and get back to us
- Importance of having regularly scheduled Standing Committee meetings-Even if Company can't meet, Union needs to be scheduled to discuss issues.
- Union needs more Contract books and Framework books for the union hall-Heath said may need to order more, will get back to us
- Mike K said he heard during shut down there was going to be non-Local 1097 laborers to work during the down, that you can just grab and do work, Heath hadn't heard of anything, he will follow up and get back to us.

Grievances:

23-10:

USC: Withdrawn Union-We will send letter

Appeals

A23-01:

MSC: Dylan Baker withdrawn?

USC: Union will send official notice

A23-04:

USC: Waiting on Company Response

A23-05:

USC: Waiting on Company Response

A23-06

USC: Waiting on Company Response

A23-07:

USC: Waiting on Company Response

A23-08:

USC: Waiting on Company Response

Meeting Adjourned.


For the Union


For the Company