

Standing Committee
August 17, 2022

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

MSC: Pam Maurer, Lauren Bishop, Ed Burg, Chris Verdugo

Union Agenda:

- Paul Burgher Pay? Pam said that has been taken care of and off cycle check is being issued
- Napkins Pay/if they have started paying up tech 2? Pam said Heather is doing the research on this and is about ½ done. They are trying to lock down the exact date that it happened. Heather is also looking into the Katherine Huffman retirement pay. Nick said to get tech 2 pay they need to be signed off on 4 napkin folders and the palletizer. Pam said that there is one more item that they have to be signed off on and she will let Terra know
- ME's doing our work in South Converting. We have a couple of them that are actually using their tools on the machines and this needs to be addressed. This is our work and needs to be stopped. Pam said she has a meeting with Chris Verdugo tomorrow and will bring up
- RO16 scheduling is still crazy. When we schedule people we need to do this by seniority and are bypassing people for overtime. Terra has an email thread that she will forward on to Pam from Chris. Pam will dig into this more and add this to the meeting to discuss with Chris Verdugo
- Material Coordinator Pay? Currently sitting with Ryan at this time and Pam will touch base with him today than it needs to go to Emily and Jeremy for approval.
- 4th of July floater for Tier 2 employees who worked the nightshift on the 3rd of July into the 4th? This has been earned in the past. If you look at page 23 Section e and page 19 also. Pam said if there is more people than just the 2 that were on the grievance to make sure and let her know. Mike K said it was D crew nights Tier 2 employees that were affected.
- Labor Pool/Bidding position-This is causing a lot of confusion when we put labor pool people in these ladders and they are thinking they are blue slipped into that ladder. They must actually bid into the department. Pam is going to pull in Jessica and Heather and work on this and swing back with terra in a week
- JATC Committee/Need a plan on Terry Dow-looking for a plan to go forward to reinstating him and get him back on his apprenticeship. They are supposed to have plan in place and are not doing it. Pam will get with Anthony Moss. We all want to work together as a team.
- Balerman ladder-we feel this ladder is still part of Material Handlers Ladder. Pam asked how long has the Baler and Material Handlers been in the same ladder? Mark N said October 2020. Heath Gibson and Todd Calvert were the ushers of this change. We need to do what the ladder was designed to do before we go and make more changes. Pam and Chris Verdugo are going to talk about this and put focus on this to make it work better.
- North Converting break times-A few months ago they got rid of the break relievers and people are not getting their breaks and people are also getting hurt. Pam will set up a time to get with Chris Verdugo on this
- Stop calling people in on their vacations-we can't have Master techs and bosses calling people in on their vacations. All the calls should go through the Clockroom for call ins and follow the call in procedures and we should not call people in on vacations

- Ear plugs follow-up-Marie Gorley is the go to person and was going to reach out to Gabe S to answer questions. Marie said we were also having suppliers issues and also Jeni from storeroom said they are streamlining ear plugs and glasses
- Earbud policy-Joe Ciullo said that you can only use them when sitting stationary. We asked that these new policies also come through the Standing Committee also to discuss, page 31 Paragraph 8 Section 21A7. Pam will add this to her list

Grievances:

22-09 & 22-10:

USC: Lumping together. They have not given these 2 employees their blue slip until 2 weeks ago. Theses grievances should be sent back to Step 1 and get the employee's paid back pay from when they should've been blue slipped

22-05:

USC: Thor still hasn't gotten any response from the appeal committee. Pam will check with Heather and see who else to pull in to find out where this is at

22-07:

USC: Sending to Arbitration-will send letter to Company

22-08:

USC: Sent back to 1st Step and Resolved

22-11:

USC: Company hold timely

Company Agenda

- Head Count-
 - July 11, 2022- 9
 - July 25, 2022- 6
 - August 8, 2022- 6
 - Another group on August 22, 2022, 2 for sure.

With the outage coming up they are going to put a hold on hiring. Also company is working on restructuring the training and hiring process. Mike Keyser asked if we are still going to do sign on bonus. Company is still trying to figure this out

- With the Internet being moved to SharePoint online they are working with IT making this process like for the job bid process. They can't make updates or changes to the bid process. They know the bid process needs to be updated and improved and they are testing this in the next week. Terra asked if we are going to finish the bids that are already posted and offer that before they change over to new system. Pam said they will work on that

Meeting Adjourned.


For the Union


For the Company