

Standing Committee
August 18, 2021
Zoom Meeting

USC: Danny Poe, Terra Gorley, Mark Nicholson, Bill Dombrowsly, Jennifer Byrum
(notes)

MSC: Matt Peat, George Jones, Mark Haulk,

Union Agenda:

- Covid Pay-Talked about this in Company agenda
- Mill radios-Matt Peat will follow-up on this
- Weekend Duty (hourly) - Company vs Salary, also time off during week. Page 25 Sec C, D. Matt Peat had conversation with Joe Ciullo and it is supposed to be optional; to these employees. Union doesn't think they should be doing this position at all. Weekend Duty is a salary job not hourly job. Matt Peat will follow-up with Jo Ciullo and get back to Bill D
 - Tug/Training/Vacation-Phil W keeps bringing people out to train on the tugs because the tugs agreed to cover themselves for vacations so they wouldn't have to put in vacations with Wood yard, Matt Peat will follow-up with Phil and get a clear plan and get back with us.
- Call in System-Has there been any update on slowing down the calls to 1 minute between calls. Matt Peat is reaching out to IT to see if we can fix this
- Department Seniority lists still need to be updated
- Remind Emily to send out mill wide email for everyone to schedule vacations, Matt Peat will work on this
- No Shipper/No 5th hand-Need to figure out on how to cover this job when there is no shipper and have no 5th hand pull from the line. Mark Haulk will look into this
- Danny Poe asked if a safety walk thru can be done on Robot room, He thinks is a safety concern having 1 person working alone
- Still have people that haven't got floater for the 4th, Matt Peat will look into

Grievances:

21-10:

USC: Move to 3rd Step

21-11:

USC: Move to 3rd Step

Company Update:

- Covid update-Still asking people to talk to their medical provider about getting vaccine, also letting company know if you're vaccinated. Danny Poe also asked about people still coming into work when sick since they took covid pay away it's a big concern. Matt Peat also brought up people can go thru Sedgewick and might also go to unemployment. Danny Poe asked if they are taking floaters if people use Sedgewick. George Jones said he will ask Heather about floaters. Heather said its optional not enforced to use floaters.
- Attendance Policy Update- We are going to a standardized attendance policy companywide, it will be a point system. We asked if the points are equivalent to the numbers we use now and they said yes.
 - Coaching @3 points
 - Reprimand @6 points

- Suspension @ 9 points
- Discharge @ 12 points
 - Tardy 1-.05 point
 - Tardy 2- 1 point
 - Leave early less than 30 minutes- 0.5 points
 - Leave early greater than 4 hours- 1 point
 - Absent Call in-2 points
 - No Call No Show-5 points

Mark Nicholson brought up the scheduling problems we are having and if the changes are made to the schedule might cause problems with getting 5 points for no call no show. We are asking HR to give us some time to talk this over with the members that are not here and talk to International. We asked for 2 to 3 weeks, Company wants to roll this out mid-September

- Hiring update- 11 people to start on August 30th
- Responsibility changes-Mark Haulk will take over the eastside and Don Berry taking over Maintenance

Union is looking for feedback on how to get people the rest they need that are working several days in a row up to 26 days straight. We feel we need more bodies in the mill and we don't have people trained up to the higher positions because we don't have enough bodies

Meeting Adjourned.


For the Union


For the Company