

Standing Committee  
December 20, 2023

**USC:** Mike Keyser, Terra Gorley, Bill Dombrowsky, Gabe Shefstad, Mark Nicholson, Jennifer Byrum(notes)

**MSC:** Jirza Ortiz, Heather Bogle, Heath Gibson, Jeremy Ness, Owen Johnson, Heather Skinner, Scott Ruhland

**Union Agenda:**

- Basic operator... why did this replace safe to operate? We don't want people getting hurt because of a safety concern. Jirza said we are working on stream lining training like Jeremy brought up in his update. We think the big gap is in converting. In Napkins the Safe to Operate is to start, stop change rolls but then they are not continuing the training after that and it's a safety issue. Needs to have a standard
- Standing committee would like continue the practice of being present for suspensions and terminations. They will try
- Master Tech Pulp Slab rate change, this needs to be rebid because he turned the bid down because of pay. Then HR changed the rate of pay. We are asking if the matched 1&2 MT rate \$42.57 hour rate of pay and the job also needs rebid again because nobody took that bid at the \$31.00 an hour rate. (1<sup>st</sup> ask is job in ladder or not) Then discuss after a decision is made. Jirza said they will get back to us
- Termination letters need to go to union hall even for probation employees. Heather Bogle will work on that
- Parking inside gate by business leaders-Needs to be nipped in the butt. They will follow up with Joe Ciullo
- Salary employee bought themselves a \$300 jacket, but said hourly needs 100% compliance to maybe get one, called it a verbal incentive to do better, Jirza looking into and following up with Mike Keyser after meeting
- Salary taking mill vehicles over hourly employees who need to do jobs. Will look into this
- Look at baler pay adjustment? They need to be making the same rate of pay as Material Handler \$27.37, when they lumped them together. Jirza will follow-up. This was 2 years ago, more to come
- Bid lists need to be accurate and done in order. Reconst bid has Kraft mill on it, Heather will look into
- Danny Poe back retirement pay and Shawn Hogarty, Heather said there is a case for Shawn but nothing for Danny Poe, Heather asked Danny to reach out to her
- Master techs still making calls personally and not through clock room, Terra had a discussion with Chris Bernard, but he said he didn't know. We want all calls to be through the clock room
- Precision techs still not being used for downs, it's not going both ways
- Vacation allotments for next year, we would like to work with HR now instead of waiting until later
- Email to schedule any unused vacations. We are asking that Jessica send email out telling people to schedule 2 week vacation
- Landon Pinkstaff wrong hire date needs to be September not July
- Safety jackets, talk to Owen offline
- Steam plant ladder issues-Still working on this
- Date for Oregon paid leave negotiations, Heath Gibson said February 6, 2024 or sometime during 1<sup>st</sup> 2 weeks of February

- Converting overtime being voluntary, HR will follow-up

Had to stop meeting- Meeting on Thursday December 21, 2023

**Follow ups: Didn't get to these**

- Safety Shoes
- L&D on Standard evaluations
- Reasonable suspension checklist update
- Bio Metrics update
- Bill Krzton answer update

**Company Agenda:**

- Jeremy Ness update- Things he is working on
  - People here are working too much overtime
  - Still not able to serve our businesses we are 2 weeks behind
  - We need to get better on onboarding/retaining and keeping employees

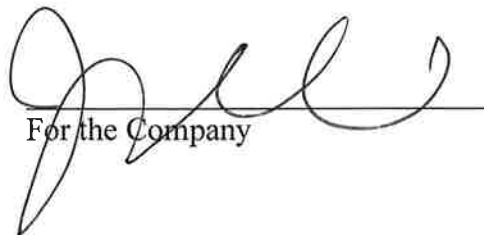
This is what Jeremy is doing-went down to North Converting to walk through the process of training. He felt good about it and wants to get better as a whole. Heather Skinner is going to take the lead on training. Something he heard at Wauna Safety Council is that we are doing training different throughout the mill and we needs to start doing it the same for whole mill. He is trying to get better at investing in our people
- MOA for new hire bidding, Heath Gibson has proposal for change. If we direct hire because we can't fill a bid they won't be able to bid out for 9 months to another job. Heath gave Terra a proposal of what he wants to change on the MOA. We agree with the proposal and ask if anything comes up we can revisit in 6 months. We also want to ask at the top and force at the bottom. Heath will put a new one together then send it back to have us sign.
- Jirza said they are going to revisit the 4 ten hour shifts when Chris Lundquist gets back. We asked to have a vote by maintenance 66% to pass (pg79). Still a lot to work out

**Grievances:**

No new grievances

**Meeting Adjourned.**

  
For the Union

  
For the Company