

Standing Committee  
December 7, 2022

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

**MSC:** Heath Gibbson, Lauren Harison

**Union Agenda:**

- Don Thompson been out of bargaining unit over 180 days, Request to be put back on tools asap (next schedule) The company will investigate.
- Robert Byrd-Ask to move to labor pool and rate, the company is accommodating his workman's comp restrictions. Mike K asked if we can get dates for when he had the injuries
- Proposed attendance Policy that we gave to the company to better match up with our % policy from our contract book. We want the point system changed. We submitted a proposal to the company we submitted proposal again to Heath.
- Dave Morgan rate? He has not been receiving his 2% lump sum. Lauren was working with Jaime on this. Terra will get copies from Dave of his paychecks and turn them into HR
- South Converting Master Tech- Scott Jones pay? Union is waiting on org design from the company. Pulled it up and it says master Tech and pay is \$26.31. Master Tech pay is higher then what he is doing. We asked the department to hold all moves until he came up with a proposal. Union said rolled and folded are 2 separate ladder not all 1 ladder. Heath is working on putting an org chart together and will be able to answer questions in the next week. If Scott Jones is doing that job he should be getting pay for the job.
- Allow probation employees to bid. Request for MOU for short period of time so we can get people into the spots that are open. Heath will work with Terra and come up with a draft
- MOA's for the year-we haven't got copies for the last few MOA's that have been signed
- Signing bonuses-Still waiting for a list, not getting information requests in timely manner from company. We only got millwrights still need electricians and instrumentation too. The company needs copies of pay checks
- Signing bonuses to 401K for any new hires. Lauren will work on something to add to new hire training on this
- Disqualifying employees for letter of interest. Transfer language states that signing bid is the letter of interest. Also having bids say you need to submit a letter of interest to bid on the job. The Union's position is that when people sign the bid that is there interest, pg 36A1 in contract book. The company agreed to investigate the use of this requirement on some bids where it may not be necessary.
- Converting Seniority list needs updated with dates. The Local feels that people below are getting trained above senior people and we need to follow the contract.
- Bypassing employees permanently in Kraft Mill ladder. Requesting department hire dates and where they are in the ladder. Mill hire dates as well. Page 35 in

contract book. Need to get this corrected because it's a violation and needs to be fixed

- The Local feels that loading trailers need to be done through the clock room call list and by ladder seniority. We want to make sure that if we are calling people in on their days off they need to have calls go through the clock room and Bailers, utility truckers, and Material handlers need to be called 1<sup>st</sup>
- HHT Language-The grandfather rights don't apply to them because they are going into the resource pool
- Landslide-we are asking that can the Clockroom maybe call the people who are affected or have some sort of message go out. Mike Keyser brought up people can sign up for alerts and messages can be sent out through that through Joe Ciullo

**Grievances:**

**22-11:**

USC: Floater, 1 just for 2 people, Terra will rewrite and submit

**22-14:**

USC: Ralph Church-

MSC: He needs to get with Heather and expense it

**22-16:**

USC: Verification that they were paid.

MSC: Both Heath and Lauren said it was done

**Company Agenda:**

- Oregon Family Leave Act. January 1<sup>st</sup>, employees and employers are going to start paying into that .6% of wages so for 1000.00 would be \$6.00 from paycheck and employer would pay \$4.00
- Vocanas implementation automated system for call in for employees will go into effect 1<sup>st</sup> of the year. 833-986-2023
- Update on master Agreement elimination of 50% setup pay and 44 hour vacation has been taken care of

**Meeting Adjourned.**

  
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For the Union

  
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For the Company