

Standing Committee  
February 15, 2023

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

**MSC:** Heath Gibson, Joe Ciullo

**Union Agenda:**

- Dues not being taken out of checks again? When people are off from S&A or rehires come back dues are not being reinstated to be taken out again. Company needs to provide list to International then International sends list to us. Heath is going to look into this
- Hiring Electricians without license? How is this happening? Mike K said we have had electricians hired that don't have a license in Oregon. Our concern is how they get in the mill to begin with. Heath will look into this
- Apprentice program on hold why? We have people on the list that are up to be in apprentice program starting March 1<sup>st</sup> we have bosses saying they can't let them go. We are asking Heath to help with getting these guys in the program in a timely manner. Heath said this is just a ask because we are hurting in converting. We are asking if we can get the maintenance team to agree to this we can extend to March 13<sup>th</sup> for Richard and Joseph then the next 2 on the 20<sup>th</sup>. Heath will get with team and ask
- Turning off badges? Whose call is this and what are the parameters for this? Heath said typically its HR sometimes its PL's but there is no hard copy of a procedure that is followed. Heath will dig into this and find out more for us. There should be an expectation that if you shut off badge the PL needs to be here to address the problem
- Vacation pay at 44 hours still instead of 48 hours. Frank Brooks taking vacation and says in Kronos it's still says 44 hours. Heath will follow up on this issue in Kronos
- Clarify tug bid/apprenticeship program for tug bid? Mark N asked why it says you have to have tug experience. Heath will get clarification on this
- Attendance discipline for next steps? How are we going to deal with this? We feel since Company has let attendance slide and are now coming down on this that if this is just the 1<sup>st</sup> time they are have gotten coaching they should follow the steps if it's the 1<sup>st</sup> time after the coaching even points are at a 20. We still need to follow the process and be consistent with everyone to follow the steps for coaching/written rep/suspension. Heath will continue to work with PL's
- Group chats on days off with employees has to stop. Heath said this should already be dealt with
- Converting extra board overtime for extra work, so seniority isn't passed. There is a lot of extra work going on and should be done by seniority so maybe we should have an extra board for people to sign up on. Heath will look into this
- Make sure all PL's are sending any discipline to union hall including verbal. Heath told PL's to send stuff to him and he will send info to us, he will send us a list for 2022
- Holly White status? Heath will check on this with Emily

- Jessica offering more than 1 bid/Bosses are discouraging people taking bids. Not scheduling people correctly. Some people are getting sweetheart deals like example in North Converting with Patrick being talked out of the paper machine bid and offered a training job in North with master tech pay. We have people getting offered multiple bids at a time. Heath will ask Jessica about this
- Bids for jobs being done for 6 months continuously for special assignments being done. Heath is trying to manage this better and find out why people are staying at the special assignment. We brought up the one in North Converting (Patrick). Heath needs to look at timelines and will get back to us
- Supervisors telling employees not to get Shop Stewards. Heath had conversation and should be in a good spot
- 3<sup>rd</sup> party contractors not doing job? Heath will look to see what leverage he has

### **Follow up from last Meeting**

- Kronos issue with holiday pay making sure that people get paid the holiday pay rate of the job they were working? Heath thought it was taken care of with one person and didn't know there was more
- Rehire seniority list? Heath working with Jessica
- Kraft Mill info not done and needs to get back to us. Heath thinks Lauren got this done, but is on vacation this week.
- New Hire bid MOA copy. Heath will send to Melissa. Mike K asked Heath if he can send email out
- Vacation allotments need to get ahead of this
- MOA for Apprentice rates, heath said still needs to get approved

### **Company Agenda:**

- Household towel pay? Due to the curtailment if employee was a Tech 2 and got moved down to Tech 1 they want to keep paying them the higher rate. We asked if the employee was a Tech 2 and were bumped out of the dept. will they still get that pay. Heath said he will make sure nobody was bumped out that were a Tech 2. Union agrees to paying Tech 2 wage even when bumped to Tech 1
- Precision techs for South Converting want to follow the same model as they work in North Converting. 1 work A&B days and 1 work C&D days and bid job again if nobody takes it, Standing Committee agrees to this
- Joe Ciullo talked about new ear bud policy 2-10-2 at beginning of June last year thru Wauna Safety Council. 2 hands, 2 eyes, 10 fingers. Bad behaviors being observed by Wauna Safety Council/hoodies while driving mobile equipment. No ear buds on operating floor or while driving. Our major problem with this is it is such a blanket policy. Joe C said there is a huge risk for team members and as a company they have the right to provide a safe working environment to employee
- Joe C also talked about moving gates 4 7 6 to automated gates. They are having a hard time keeping people at those jobs, just sitting 12 hours at the guard shack gate. He doesn't have all the answers on how they are going to automate them yet. Terra brought up how are we going to manage emergency response with all the gates are not automated and also who is going to take back what they have taken for storeroom. Joe said they are going to trial 1 gate 1<sup>st</sup> before they make any adjustments

**Grievances:**

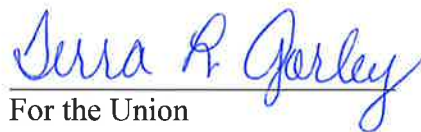
**22-05 Thor Halverson:**

USC: Still send email and there is a link in email

**23-01 MSG:**

MSC: Heath wants to look into this with Phil, Hold Timely

**Meeting Adjourned.**

  
For the Union

  
For the Company