

Standing Committee
February 17, 2021
Zoom Meeting

USC: Keith Wright, Danny Poe, Bill Dombrowsky, Gabe Shefstad, Mark Nicholson, Bill Kerr, Jennifer Byrum (notes)

MSC: Emily Riggott, George Jones, Terry Force, Heath Gibson, Matt Pete, Mark Hauke, Dan Vocana

Union Agenda:

- Vacation Allotments? Are they done, if they are why haven't we been shown and where is the spread sheet to sign up? What are the allotments? Georg said they asked the teams to have something prepared by Friday, We also asked the spread sheets be put up. We also asked that the current spreadsheets from now until June be updated again. Asked for vacation allotment in the past we always rounded up 2.5 would round up to 3 per week and under 2.5 would round down to 2. HR will look into having the vacation spreadsheets updated. Can we also have the mill seniority list updated again?
- How are we handling the call-ins from the snow event? George Jones said you have to use an after the fact floater to cover but if you were late and made it in, it wasn't held against you. We brought up they closed the Ferry and both bridges on Saturday. George brought up that people can bring this up to supervisors and they can work thru. Emily said the policy is out there and they can look at the time frames from the bridge issue and look into it, but for now the attendance policy still stands.
- Asked if Kevin Strang was offered the Maintenance helper job? George said they offered it and he declined the job.
- Allocator Relief bid-We are asking to pull the bid because there is no way a person can hold 2 blue slips. George said you have 60 days to try bid then you can go back. We want the Allocator position to go back in the ladder. Emily wants to set up another time to talk more about it.
- Asked about Electricians doing Instrumentation job on nights and they are are not comfortable doing this job because they are not trained and it's a compliance issue and they could get in trouble if done wrong. George Jones us going to follow up with Randy Bostic. The electricians have not been trained, Bill D asked if a meeting can be set up to discuss this with Randy Bostic.
- Pay back of dues for new hires? George Jones is trying to figure out. George don't know if our payroll system can do a payback plan. George asked how we know they didn't pay dues. We said we have a financial secretary that gets the inf from the company. Bill Kerr said that if the company can't figure out how they can set up a repayment plan then the company should just write a check and pay it back. This has happened before on union dues and the company said it won't happen again, and here we are again.

Company Update:

- Hires since August -51
- New hires plan to start February 22nd -2 & March 1st 4-Danny Poe asked about Electrician hiring bonus and it is \$20,000 plus moving expenses. HR said this is correct
- Attendance:
 - 213 at 0%
 - 38 at a Reprimand
 - 1 LCA
 - 89 at Coaching

Bill asked you put in an after the fact floater do you have to call Jessica to let her know to put 1 in, George said no, you don't have to.
- Mark Hauke intro
- Health screening extension-Postponed for this year and will resume 2022 year
- Eastside operations Org/Terry Force
 - New Utilities Ladder 2/22/2021
 - Lead Operator (LO) 5
 - Recovery Operator (RO) 4
 - Asst Utilities (AUD) 4
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 - STP(4) Asst Recovery (ARO) 4 Recaust(4)
 - Utility (4) Vacation Relief

Utilities will be trained for STP, ARO, Recaust as relief.
Availability to blue slip in each ladder will be offered to qualified senior operator from the utility positions as it comes available
If a ladder is eliminated the Operator in that ladder will be moved to the top of utility position
- New Hire Bid exceptions? George is following up on this with Diana and she is waiting to talk to Jim. Eugene Peckham has 6 days left on probation. He left mill then came back to mill so he has mill experience but Matt Pete asked if can be considered for the Angel Soft Tech1 position. Union is ok with this.
- Has all the Tech 2 Angel Soft positions been offered? Matt Pete said he believes they all have been

Grievances:

20-09:

USC: We are asking to hold timely, to go thru paperwork

21-01:

USC: We were asked to file it, and after looking into it, we found there is no merit and we are withdrawing this

21-02:

USC: You guys are going by seniority page 38, but it doesn't apply to this. You need to go to page 46 Sec 26I-1 and they do qualify for vacations because they were on the job and had an injury.

MSC: George said this isn't the 1st time they have done this in the past.

USC: Bill K said this is the 1st time the union has been aware and brought to our attention. But these are on the job injuries and there is no time line for page 46 Sec 26I-1 and just because you did it in the past doesn't mean it was right.

21-03:

USC: Same argument as above grievance

MSC: Company holding timely

21-04:


USC: ABT Master Tech positions after they chose the 4 original Master Tech Positions and they are doing the position from Sept 9th when they assumed that position and the contract says when they assume that position page 67 Sec A-C1 they should get the higher rate. The other 2 employees didn't start until January. Union estimates it's about \$297 per employee. AS soon as they took the job they should've gotten the higher rate.

MSC: Company holding timely. Dan Vocana asked what job duty changes they have done?

USC: They manage crews, trouble shoot equipment more involved in the PTM process routes. Mark asked what changed from January 4th from the Master Tech, the company agreed we would put the role back into the ladder.

MSC: Spent the week transitioning to new roles the duties didn't change until January 12th, Company holding timely

Meeting Adjourned.


For the Union


For the Company