

Standing Committee
February 21, 2024

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

MSC: Jirza Ortiz, Heath Gibson, Alicia Lane, Chris Lundquist, Owen Johnson, Susan Spann, Scott Ruhland

Union Agenda:

- Oil storage pay/new responsibilities-Discussed in Company Agenda
- Relief pay for material handlers-Still getting labor pool rate. We don't have a relief pay scale for material handlers. They shouldn't be getting a labor pool rate they should be getting rate of job they are trained to do.
- Scheduling vacations for those who have to use 2 weeks-Paying out vacations. Jessica sent an email last week. We don't want people to cash vacations out, we want them to schedule. Heath said Terra had conversation about giving people 2 weeks from the email that was sent, and if people don't schedule then it will be scheduled for them,. Another email will be sent out again that states vacations will be scheduled for them, if not scheduled. Bill asked to extend MOA again for vacations to be used by December 3rd
- PLO next date for negotiations? Emily and Charlie are reviewing proposal and will set up a date with Kane and Ron
- Vacation Allotment-2 weeks are not acceptable we should offer 3 during June-December months and go to 2 after December. Company will take a look. Last year we had it set up a certain way and now it changed this year.
- Bill Krtzon-Heather said that they are treating periods that he was off as a disconnect of service, Heather is still looking into this
- Scheduling 15-16 hour shifts-We don't want to be in a practice of scheduling this. Woodyard got brought up and paper machines. HR will look into this
- Hourly to Salary positions-We need to be informed when people go to Salary positions
- People on Sick Leave that have vacations scheduled and someone else is below them, their vacation doesn't count for allotment and other person should move up and get vacation. Or working out of the bargaining unit. Been past practice that they would move that person up to have vacation. Ken Top vacation 5PM also another person on 6PM
- Dave Davis light duty job asking to bring him back. Heather said that its not a workman's comp claim anymore. There was work for him to do safety manuals and people working OT to cover that. We are just asking if they can offer him light duty work. Heather also said he has restrictions
- Granted time off for people that uses an after the fact floater for snow days? What days for sure are the snow days. January 16th & 17th are excused and people who used a after the fact floater can have granted time off at another date Heath said
- Niki Merideth asking personal information on radio. Please do this in person. Chris Lundquist will handle this one
- Cody Cook salary job and Brandon Robbins special assignment? What job is Brandon doing and how long has Cody been doing salary job? Brandon hasn't been offered a position yet, Bleach Plant ME. We told them he has 180 days to be special assignment. Cody Cook has been salary for 2 weeks. Brandon is just filling in until they hire someone. Terra has date when Brandon started

- Shift Coaches-what is their role in converting and who do they report to? Jirza will get info and get info to us. Its not their job to tell people that they are to work 16 hours or you will go to HR, Jirza said it will be addressed
- Who signed Chase R Last Chance Agreement? Heather said she has it on her desk and nobody signed it yet
- Bailer pay should be Material Handler pay dates October 2020, November 1st said going live as in Material Handler Group. 2022-2023 show change in vacation allotment, Our ask is to have bailer pay to reflect Material Handler job. Jirza said she will get back to us

Company Agenda:

- 7/8/13/Utility position-Floating utility position looking to do a 6 month trial with a labor pool position then if permanent fill with utility ladder
 - 1 per crew tech 1 pay
 - Would be an entry to 7/8/13
- Stores/Oil Storage pay rate-See attached proposal from HR \$31.32 per hour
 - John and Lisa getting training and Lisa will get pay when doing job. We are good with Proposal. We are asking to take a look at job again in 6 months to make sure rate is still appropriate with the workload

Grievances:

No new grievances

Meeting Adjourned.


For the Union


For the Company