

Standing Committee
January 18, 2023

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

MSC: Heath Gibson, Lauren Harrison, Randy Bostic

Company Agenda:

- Vacation Allotments quick update; heath doesn't see a ton of changes coming but not all departments have gotten back yet
- Oregon Family Leave Act questions/update; 1st deduction people will see will start on this pay period paycheck 1/20/23. Mike Keyser asked if it states 1/1/23 then why they are going to take money from 1/6/23 paycheck. That pay period ended 12/31/22
- Probationary bidding MOA update; gave us a copy of the MOA and we asked to change #5 to add union also has the right to terminate with 30 days notice. Heath will make changes and get back to us on Monday during 3rd Steps and we all agree to the MOA after changes are made.
- Kane asked heath to respond to email saying they were going to discuss in 3rd step about our arbitration

Union Agenda:

- Holiday pay not being paid at the higher rate of job last worked before the holiday, pg 20, Heath will look into this and have conversation with appropriate people
- Rehires seniority date are still not correct in the system; Isiah Rios on #7PM looks to have been given a bid based on his old hire date. Heath said the bid software is going to the revised hire date and they are working on the issue. Mark N brought up that it needs to go by last name for seniority for people that got hired the same day. 1st initial last name alphabetical.
- Storeroom bid not being filled timely. (I think this is moving forward since terra go the task to put on list). We had a request from Kevin S that now his attendance is lower can he get looked at for the bid again. We are asking what is the attendance cut off for bids? Can we come up with a threshold for this? Heath will look into this. Also we ask that we and employee get notified on why they were disqualified from the bid. Lauren is going to review his attendance for the last couple months and look into if there is a threshold for attendance before they answer if he will be considered for the storeroom bid again
- Is the mill still offering sign in bonuses? Where and how much? Are they still offering referral bonuses? They are not giving bonuses anymore because new Oregon laws but are still giving the referral bonuses. They are working on offering a different type of non-money bonus, only the tugboat mate bid will be \$15,000.00. If it's a tugboat mate position it should be bid on in the mill 1st because we have qualified people in mill. We asked Ed Burg about this back in May to develop within.
- Still waiting for Information on seniority lists where people are assigned and matching bids up with those in ladders. Heath is going to take another stab at this because they are fixing the issues. He will run the movement report again and get back to us
- MOA for probationary employees bidding ability? Already talked about this in Company agenda
- What bids are currently open that they could bid on? Heath said they got some bids posted yesterday. They are now having meetings every Tuesday about bids. HR is

looking into folks that have got a bid into a department without a bid being out. We are asking the bids that are closed that nobody bid on, we repost again because new hires can now bid. New Hires being hired now are going into a mill wide labor pool just like it used to be.

- Status of clarifying case for mill wide email for open bids? Lauren is still working on this. Heath said there should be an update and hopefully this will be fixed soon
- Robo calls still not leaving messages for people. Heath reached out and did some work on this. They did some testing on a couple different carriers and they all worked and a message was left. We asked that maybe having a delay on the message
- Kraft Mill seniority list update; Lauren is hoping to have this from Jeff Jensen soon and are working on this. We need to be training people up just because a person says they are going to retire but hasn't yet so he needs to be trained up (Brett Shelby) Lauren will have a conversation with Jeff about this
- North Converting Master tech start times; Master tech start times are 6:30am but are required to attend a 6am meeting, they should be scheduled at 6am and shouldn't be disciplined for not making a 6am meeting. Heath will look into this Terra said talk to Jeff Kaul because he heads the meetings
- Bids active to closed; it closes everything doesn't show who got disqualified, etc.
- Where are we at with labor pool realignment; already talked about this, we have a lot to work through
- Vacation update with Master Agreement going into effect, how can we make sure everyone got there vacation? Also include those who were previously hired gets the extra week. Also, make sure people schedule their vacations. Heath will look into this
- South Converting and logistic ladders; we are asking if rates are going to change? He said only the material Coordinator day job pay will change to same as Barge Coordinator pay at least they are trying to change the pay. See attached ladders. We asked if the rolls responsibilities staying the same? Heath will ask PL's about this. We had the master tech separate now they are getting but together how are we going to handle this. Heath said they will be crossed trained. We also asked how they are going to now separate the ladders since Baler is now not in Material handler ladder? Heath said they will work through blending the ladders. Heath will go back to putting the names to positions to make sure it's correct. Gabe ask if heath can put bid dates to names also.

Grievances:

22-05 Thor Halverson:

USC: Moving this to 3rd Step, would you guys be willing to reimburse him the 75% of what he would have paid out because its now 2023 and can't be reinstated on his 2022 insurance

22-13:

USC: 3rd Step-Need answers from 3rd step Meeting

22-15:

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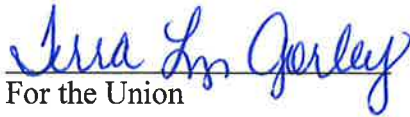
22-17:

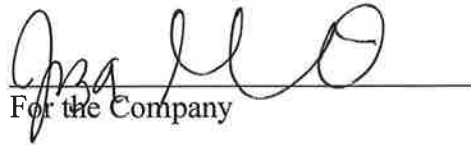
USC: 3rd Step meeting on Monday meeting

Randy Bostic:

- Randy said they sent in the wage rate in to the state and the state asked for the wage and it ended up being 9.3% higher for the state rate. E&I apprentice rate then what we are paying at the mill. We feel that since the apprentice rates for E&I and the Mechanics are the same they should both be raised and not separate them. \$45.76 an hour. We are in agreement with keeping all of the apprentices together and not separate them

Meeting Adjourned.


For the Union


For the Company