

Standing Committee
January 19, 2022
Zoom Meeting

USC: Keith Wright, Danny Poe, Gabe Shefstad, Terra Gorley, Mark Nicholson, Bill Dombrowsky , Melissa Smith (notes)

MSC: Pam Maurer, Mark Hauke

Company Agenda:

- Hiring Update:
 - December- 4 New hires
 - January 10th- 12 New Hires
 - January 24th-6 New Hires
 - February 7th- 1 New Hire
- Hit hard with Covid. Joe putting together statistics
 - 44 out total-1st week of January 5th
 - January 12th – 65 out
 - January 19th – 45 out
- Mark N requested shift managers stay out of control rooms-Pam understood
- Bill D asked about reinstating Covid pay, had spoken with Ness about it, Pam is unaware, but noted it to look into it
- Terra asked to waive 8 day waiting for S&A for Covid positive, Pam to follow up
- Mark Hauke asked about new bids that get Covid, union says we will grant extension
- Josh Patten got new hire extension for 2 weeks because of Covid

Union Agenda:

- Tom Philbrook working on SA long after extension was turned down. Union is not happy that we were not listened to when it's in the CBA. Requested that going forward this does not happen again, Bill D said George Jones started a spread sheet on it, asked Pam to look into it
- Asked if Apprentices follow new MOA for E&I. Pam said E&I raise was to remain competitive. Mechanical side being looked at now. Apprentice is based of Millwright rate, so Millwrights need to get a raise and then Apprentices will be reviewed.
- Over Holidays Tier 2 got Tier 1 pay, what is the companies view on it? Company said HR wasn't talking to Kronos, not going to ask for wages to be paid back, working on getting wages corrected
- Ryan Gebhardt getting shorted hours- not getting resolved, potentially going to lose new EE's, Pam to review
- Sarah Sharp can't get into Kronos, Pam to review
- EE in KM moving up to fill management position, Union wants to make sure senior move was made in timely manner
- Gabe turned in grievance to McCallister for not making senior move/pay up if can't make senior move on November 17th No response. Mark or Pam to follow up, union pointed at KM is probably worst at lack training so people can move up. Just bringing in Sprague to run equipment
- Asked about EE's not using company insurance be compensated the money the mill saves by getting life insurance

Follow up:

- Follow up on Safety Department doing weekend duty, Matt Peat did not tell anything to Pam, Pam to follow up again
- Scissor lift/JLG training? No answer, Pam to follow up
- Melissa not receiving info on new hires, terminations, retirement. Pam admits to being behind, Melissa explained how it effects the union. Pam asked Melissa to send over info to help her out. Union brought up possibly using light duty to help HR with tasks

Grievances:

22-01: Eddy Lender wants unexcused absence moved to excused. Massive snow fall closed down Highway 30 and he lives in Toutle

Company Update:

Meeting Adjourned.


For the Union


For the Company