

Standing Committee
January 20, 2021
Zoom Meeting

USC: Keith Wright, Danny Poe, Bill Dombrowsky, Gabe Shefstad, Mark Nicholson, Bill Kerr, Jennifer Byrum (notes), Mike Adams (union staff Rep)

MSC: Emily Riggott, George Jones, Terry Force, Heath Gibson, Matt Pete, Bob Hess

Union Agenda:

- Fat Tax-Wellness Premiums- Can mill look into getting this eliminated because all the slots are full for health screening and people are having a hard time getting into doctors because of Covid? Matt Pete is going to look into getting more dates and will let us know
- Why is there 3 bids up for 6PM if they are cutting bottom jobs? Company says they plan to start using those bottom people in material handling around September. If people take that job bid and when they do the cut those people will have to go back to their old job because it has been less than a year and job was cut and they go back to where they came from where they fell in ladder. George will bring this back to the team and discuss
- Greg Norman still hasn't got paid? His supervisor said he was paid but he hasn't been paid. George will look into this.
- Vincent was terminated but company denied him his unemployment request? Matt Pete said this is handled by a 3rd party and they determine if they get granted unemployment after the company answered questions
- Dan Olsen should get a floater for coming in off vacation because Mike Rochon said he would get one. George Jones said Phil Warnake called Dan Olsen and let him know they couldn't do that and would give him a day off later. In the past we have done that before and offered a person a floater, and if they don't want to offer a floater then they shouldn't call anyone on vacation on a day off to day off vacation.
- Status of Jim Engen? Matt Pete said they called him and he hasn't got back to HR

Grievances:

20-09:

USC: Hold Timely to go thru paperwork

Company Update:

- New date and target minimum an maximum
 - Hires since 2020-51
 - New hires plan to start February 10 & March 10-probably more, we have had 3 terminations and have had a few just walk out without contact
- Attendance: Supervisors will be able to see attendance issues by end of February
 - 9 at Suspension
 - 39 at a Reprimand
 - 86 at Coaching
 - 221 at 0%
 - 1 LCA
- 3% GWI effective 1/18/2021, so by April they will see a 5% increase by April 1st

- Angel Soft selection update-Matt Pete wants to get together with Bill to decide whether people will be going to Tech 1 or Tech 2 spot. Also they are going to open up 2 more Master Tech bids in South Converting
- Allocator bid relief-Company intent to post bud to allocator bid relief for employees who want to be a relief for job and learn job to cover vacancy's in the allocator positions. Bill brought up that people can't hold 2 bids and if they bud on the relief bid if they are a allocator relief when not needed they would go back to labor pool. We don't think this needs to be bid this is a stand-alone job
- We asked why they don't just bid the allocator position like they do in secondary have the 4 allocator positions and 2 reliefs and that is the ladder. We do not agree with the company the way they want to do the bid now. George will bring this back to team and discuss this
- Eastside Org announcement
 - Combine STP ladder and Steam Plant ladders
 - New Ladder proposal company
 - Dayshift lead Operator-1
 - Lead Operator-4
 - Recovery Operator-4
 - STP (00) 4 Asst Utilities (Auo) 4 Recaust 4
 - Asst Recovery Operator (Aro) 4
 - Junior Asst/Utility 4 (vacation reliefs)

(Current Ladders Eastside)

Steam Plant

Dayshift-1
 Lead Op-4
 Recovery Op-4
 Assist Utility Op-4
 Recovery Assist-4
 Junior Assist-2

STP (Secondary)

Outside Op-4
 Utility-1

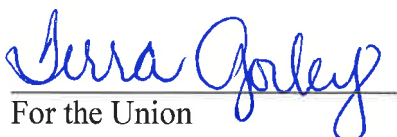
Recaust

Recaust Op-4
 Relief-1

We asked how they would choose how they would move people in progression. They said it would be mill seniority. We asked if Terry can email this to standing committee and can we get a meeting with Terry to talk and discuss this more. Bill asked if we can set something up next week.

- Bid offer PM7 to new hire? New hire put his name on bid before his probation was over with and company wants to give him the bid. We agree to having employee take the bid on 7 all are aligned
- Stores Resource pool-2 junior people in the store resource pool will be going to labor pool to be used on paper machines-Kelly Norgaard and Justin Gillman
- Payout will be on Feb 19th paycheck .07%
- Call ins -Wauna call in notifications teams page that they created to get notification out to departments faster. We think it should just stay the same having clock room call and email department

Meeting Adjourned.


 For the Union


 For the Company