

Standing Committee
January 24, 2024

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

MSC: Jirza Ortiz, Heath Gibson, Chris Lundquist, Mark Snookle, Scott Ruhland

Union Agenda:

- Material Coordinators additional duties for Converting and bid is wrong for 2 new bids \$31.18. They are going to change the rate for bid and leave up for an extra 2 weeks.
- Also, Baler has been given more to the job and taking on tasks that Robert Byrd was doing. Also the pay still hasn't changed and should be same pay as Material Handler starting October 2020. Heath asked for what extra they are doing and Terra said Robert Byrd has the list. Heath said he has to dig into this further. We are asking for the pay to be foxed now for Balers to make the same as material Handler
- Pulp Slab Operators being bypassed for extra work that's overtime. If extra work needs done in pulp slab it should be given to pulp slab employees first before offered to someone outside the department
- Excuse employees for weather related days-Discussed in Company Agenda
- Reasonable suspicion training-Discussed in Company Agenda
- Crane pay raise needs bids to be fair to all. If we are going to pay for the opportunity for people to get the raise it needs to be bid so everyone has the opportunity. We asked if they are currently getting the pay for the raise. Chris Lundquist wants to get a proposal to Standing Committee and let us look at it. We agree to keep the same until we look at proposal.
- Machinist schedule change- Discussed in Company Agenda
- Oil Storage extra new responsibilities and Jeni Johnston is working on a new OSBW for a pay raise for this job

Follow up:

- Salary still have company vehicles-Jirza said they have had conversations
- 9/28/20 our notes stipulate baler pay is the same as the material handlers
- Have bids been updated to be correct
 - Recaust bid? Heath will get info after this meeting
- Danny Poe retirement pay still not processed-See attached email from Heather Bogle, Terra has more information and will give to Jirza. Might have to appeal
- Vacation allotment update-Already talked about
- Have the master tech's been told to use the clockroom for call in's-Heath will put on agenda for Tuesday's call
- Email from Jessica to use 2 weeks of vacation or it will be scheduled for employees-We need Jessica to send email out please
- Landon Pinkstaff hire date correction? Has it been done? Jirza said it was done but will double check
- Craig Baker medical tax needs to be reimbursed as he passed the physical and they are continuing to take his money Jirza said it's in the works
- Converting overtime follow-up-heath looking into this

- All December follow-ups as well
- Safety Shoes-last group of new hires were given their shoe allowance right off the bat and the other new hires had to wait 6 months
- Standard evaluations for L&D-Jirza working on this
- Biometrics-Heather still working on this
- Bill Krzton-Heather sent email December 10th and Jirza will circle back with Heather

Company Agenda:

- Reasonable suspicion training-Couple dates out for training coming up in February and heath will let us know, Jirza said once we go thru the training then we can go over the checklist and collaborate on the list
- Oregon Paid Leave bargain date confirmation February 12, 2024 is the day of the meeting-sent out calendar event
- Probation extension for Misty Kirtland, missed days for medical reasons, we said if it gets close to the 150 days and she is not close to the 60 working days we will look into an extension, she is at 19 working days
- Vacation Allotment progress, next steps-heath said they got calculations from Jessica and are planning on getting the allotments to business owners and plan to get it to standing committee in the next 2 weeks
- Weather related absences and hold overs (how to pay them)-heath said they are still working thru this as these were a lot of absences, so HR is working thru supervisors to see what the window was and who already excused these people. Heath also said there were 4 employees that worked excess hours and wanted to know how to pay. Bill said he was paid call time every 12 hours than double time after 16 hours pay as a restrictive holiday
- Chris Lundquist talked out new shift for machinist 1-9:30pm Monday thru Friday to allow overlap for any jobs that need to be passed to swing shift. See attached email. Terra brought up that there was a concern that if there was a safety concern or something happened that Thor would need training. We are asking to hold off until we address the list of concerns that were given to us by the machinists. Chris Lundquist said he is going to just retract the proposal now.
- Mark Snookle/Shift Relief for E&I-he wants to go back to policy 844 as written. Mike Keyser said the Mechanics Committee met yesterday and Amber Krause gave everyone copy of 844 to look at rewriting it to follow the same for E&I and maintenance. They are working on it Mark Snookle wants a resolution to this as he has to have reliefs picked by the end of January. Standing Committee has agreed to extend the timeline until February 28th, that way mechanics Committee and Standing Committee can address it
- Kraft Mill bid-heather Skinner told the new hires that put their name on the bid were no longer eligible and the next hire group were going there. We are asking that those people that are on the bid be given the bid.
 - Ronald Smith
 - Nate Massy
 - Addison Pietila
- We asked if they are going to rebid the recaust job again or hire outside, Heath will look into and follow-up

- PM7 down canceled and they knew at 2:00pm, but waiting to tell people until they came to work
- Bill asked about any issues on the check for the dues and Jirza is working on it

Grievances:

No new grievances

Meeting Adjourned.


For the Union


For the Company