

Standing Committee
July 20, 2022
Zoom Meeting

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

MSC: Pam Maurer, Terrance Rosales, Lauren Bishop, Ed Burg, Scott Touney

Union Agenda:

- Vacation Outage Blockage. Do we have a list of Departments that can come out of the blockage? Pam asked if people from paper can help with the outage. People used to volunteer to work until the Company started paying Labor Pool rate. Pam said she is going to open the vacations. Pam also said she is going to start an overtime sign up for help with the down
- Follow-up on bailer/napkin change? Why were the vacations combined? Pam said she is still working on this and doesn't have an answer for this. Mark Nicholson brought up that it was never brought to Standing Committee to combine the ladders and that's why we are having issues with it. Scott Touney said the Org change was to combine material handlers and unitizing. We said the bailer/Utility trucker/material handling are all 1 department. We have a contract to follow and the changes need to be brought to us and not just done. Pam is going to reach out to Chris and Ryan and follow up with Terra. Terra asked if we can separate Bailer and Napkins to let them have their vacations. Maybe we need we need to add another Material handler position? Scott said they can separate the vacations for Napkins and Bailer Ops
- Napkins Pay-Why not being paid Tech 11 already, when changed to tech 1 why the Consumer Ops aren't making the Tech 2 pay? Pam said they are still researching this and working thru. Terra asked to check Kathy Huffman's retirement pay, Pam is putting this a priority item to work on
- Joe Viera requested to be frozen-we need paperwork, already discussed he is okay being frozen
- RO16 senior moves need to be done? Why are 3 people under Shayna blue slipped around her? We need to correct the blue slip issue 1st and not wait for the training to be done. Lauren and Scott said they are going to work on this and Scott T hasn't found out if the 3 people below Shayna are blue slipped ahead of her
- Vacations for employees in Suspension-so not getting paid-Storeroom said it was fixed the vacation was approved but in Kronos it was in suspension. We think this is a Kronos glitch and needs to be looked into
- Holiday pay not in Kronos-Pam said this has been fixed the holiday pay and the earning of the floater. Pam said they are not paying out floater because they had too many hours. Mike K asked why did the floaters get paid out for Sean Landon and Ray Whiteside, Pam will follow up with Jessica
- Ralph Churches insurance follow up-Lauren said Heather B submitted a case for him. Terrance said he signed and appeal letter last week but it could take 45 days but would be retro when fixed
- Material Coordinators pay-In Ryan Webb's hands can we get an update? Pam said it is working through the approval process and had some questions about it and she needs to talk through the questions with Don when he returns from Covid leave
- Mill wide audit of senior moves? -Already Discussed
- Dues taken out of signing bonuses-Pam said she hasn't got confirmation from Heather that this has been fixed

- No dues from maintenance- Pam said this has been fixed, we asked for a list from HR and am is going to ask HROS to help with this and make sure we are doing this correctly
- Ear plug shortage-Gabe was told that they are only getting ear plugs from vendors giving discounts and limited safety glasses, Pam will look into why
- North Converting MOA for vacations we are still open for discussions on this. Pam said she can't find anything on this, Gabe said we will send this to Pam
- James Jacob floaters for attendance-done discussing this since he isn't bringing this up anymore, but Pam said she will still look into if he took floaters for his absences
- Material handler/ladder buds, already talked about
- Paying out floaters for tier 2 July 3rd nights, Ray Whiteside got paid out a 10 hour floater instead of putting it in his bank, am will talk to Amber about it
- Update on moving Recaust to Kraft Mill-Ed Burg said no update yet
- We understand that the Tier 2 people don't get the July 3rd Holiday pay. The tier 2 people who worked the night of the 3rd should get the floater. The July 4th Holiday starts at 11pm on July 3rd. Pam looking into this
- Job bid from #6PM currently up and it states that you are only aloud to take day off to day off vacations. Pam is going to have Jessica look into this
- What is pay code 6630? ABT Master Tech but there is a tier 1 & 2 ay difference
- Ron Jenks update on his retirement? Lauren said she called and talked and they can't do anything on this end. Lauren said she is going to call again and see if she can urge them to call Ron's wife

Grievances:

22-05:

USC: Still no answer on his appeal yet, we hold timely

22-08:

USC: MSG Grievance, Phil chose to rent the equipment and Operators for Flail mower job and MSG has done this job in the past with the rental. Terra and Ed Burg are going to get together and discuss,

MSC: Holding Timely

Company Agenda:

- Hiring Update June we brought in 38 people

June 6 th	16
June 20 th	16
June 27 th	6
July 11 th	6
July 25 th	6
August 8 th	6

- Working through during the outage is a refresh on recruiting. There will be no new hires during outage. HR is working on making the new hire training better during the outage. Week of October 24th starting new hires again. Pam hasn't forgotten about our concerns about the labor Pool and they are going to weave it into how we do this and refresh this recruiting and onboarding process. Our concerns are while the Company still is looking into this we are violating the contract. Pam wants us to be patient while they are going through this onboarding process so they can work through these refreshes over the next couple months. Mike K asked if we have a number for both ops and Maintenance need. Pam said they are hiring above because they now we have a bad retention rate and people are leaving Production 464 headcount for union members. They are still working on maintenance numbers.
- What will be our best practice for employees that freeze? Mark Nicholson said that George Jones knows about how to do this. There should be out in there file and posted if it's the company or the employee wants to freeze. Pam is going to fill the gaps to make a template to follow so it's done right all the time, and only 50% of a ladder can be frozen
- Wages affecting people moving into different positions Master Tech's in converting tier 2 will match tier 1. Napkins, North Converting rates will go up there is a MOA that explains all the rates that are going up. Bill is meeting with Pam after meeting to sign and August 1st will be the start of the pay increase

Meeting Adjourned.



For the Union



For the Company