

Standing Committee
July 21 2021
Zoom Meeting

USC: Keith Wright, Danny Poe, Terra Gorley, Jennifer Byrum (notes)

MSC: Matt Peat, Randy Bostic, Pam Maurer, Mark Haulk,

Union Agenda:

- Distinguish between temp workers and regular employees. Matt Peat said the temp employees need to get their cards signed and will follow-up with Encadria to get them on the same page. Pam asked what HR should do for us and we said to put summer help on their cards. HR said next week they should be able to get this done. We said Temp workers not paying Union dues.
- Safety people Marie Gorley and Darrel Womack doing weekend duty. This has been a salary position not hourly position, nobody has contacted us about this and told us how they are going to be compensated for this. Pam said she will meet with Joe Ciullo to go over this and get back with us.
- MSG training on the boats and boats are supposed to cover own vacations. They don't put their vacation in with the rest of the wood yard. Basil and Kirk were moved out of department Matt Peat said he doesn't have an answer and will reach out to Phil Warnke and include Terra in the conversations. Pam asked how long Basil has been training on the tug boats. Terra said since July 5th
- Follow up list from last month's meeting:
 - Call times for elections committee-Yes he was paid
 - Call in System-Matt Peat said when they submit those names on the list it goes down the list but if we are still having problems and they are going out seconds apart to let him know, maybe he can talk to IT to see if they can change the time in between calls
 - Safety Jackets- Supposed to honor everything up to December 31st time line, Pam will talk to Joe Ciullo next week
- Mill Seniority still needs to be updated, Matt Peat will reach out to Jessica
- Joint Standing Committee minutes, Matt said it's still on his list he just needs to carve out some time
- South Converting electrical group in South Converting trial working 4 days than 4 nights. We agree to trial if a new person comes into the group they can revisit

Grievances:

21-05:

USC: John Niemi-Withdrawn

21-10:

USC: MSG Grievance for Basil and Kirk not to be kicked out of Department until after summer help leaves. We have removed Blue slipped employees from Department and put Temp workers in Department doing the work.

MSC: HR will hold timely and respond

21-11:

USC: Call Time for change of schedule in less than 36 hours He was paid a call time for a double punch the day before but this is for the next day of work

MSC: Matt Peat will hold timely and will get response drafted

21-12:

USC: Schedule was changed on a Saturday and added 2 days of overtime to his schedule, asking for call time

MSC: Matt Peat will hold timely and respond

Company Update:

- Reliability Technician Changes-New positions Millwright/ Limited Electrical Lic: (600 volts or less) Rate \$38.88. Union has a problem mixing the trades and we need to look into this further before we agree to this, Bob Verhof has this license. HR is going to go over this again with the concerns that we gave them
- New hire Updates-New group of 8 started this week and going to bring more in, 10 more for August, then they will revisit their goals for September. We have 8 temp workers in the mill
- Win July-Goals are getting the OBC route back on the Paper Machine, #4 Pulper back in service, and Next Gen commercialization into 3TT. #2PM wet strength back on target. Lost to do on 1&2. #5PM at 5300 dryer limit #6PM lost ½ of month from issues. #7PM picking up the slack from #6PM being down
- Re-Commercialization on 3TT-They are only running M-F days 12 hour shifts. They need to work on the training in the department, so will be running this schedule for the next 2 months

Meeting Adjourned.


For the Union


For the Company

Standing Committee
June 16, 2021
Zoom Meeting

USC: Keith Wright, Danny Poe, Gabe Shefstad, Terra Gorley, Mark Nicholson, Jennifer Byrum (notes)

MSC: Mark Haulk, Matt Peat, Emily Riggott, Pam Maurer

Union Agenda:

- John Hass medical bills get paid? Matt Peat talked to Heather and if he has outstanding bills he needs to get in touch with Heather and Esies
- Did call times get paid for people that covered Standing Committee during election? Matt Peat needs to confirm with Jessica and will get back to Keith Wright about this.
- Mill Beach access? People are asking questions about tobacco policy it says they are not allowed on GP property but the policy says it's just usage so we don't want someone to get in trouble if they have it in their cars or trucks
- Safety Jackets? Are the letters still going out to the people who have already earned them? Mark Haulk said he will follow-up and get back to us about this.
- Update department seniority lists? Matt Peat said they have been working through this and will reach out to Larry about the Kraft Mill person who froze. Mark will call Matt next week to update.
- Call in system not leaving messages when they call on the automated calling system and the numbers are always changing. Emily said they need to look at this as a whole and review the process and see what we can do to make it better. Matt Peat and Emily are going to look into this
- Joint Standing Committee minutes? We are still missing 11 months of Standing Committee minutes. Matt Peat said he can connect with Keith W about this years. Keith Wright asked about what the issues from some of them are? Matt Peat said some of the wording is not based on facts and need to get aligned. We asked if these can be brought to the group and we can all work thru these. We asked if they can highlight what issues are, so we can go over these as a group. Matt Peat said he will do that.
- Concerns on how they are choosing what departments the new hires are going to. Putting the right people with the right jobs. Matt Peat said it's based on the business needs on where they would go and who interviewed the person. They said they will take back and work on the objective measures and look into that
- What is the path HR uses for a person that can't work overtime because of health and has a doctor's note, is it standard for him to have to get FMLA for this? Matt Peat said they go through the accommodation that the person has and go from there. We want to make sure it's consistent for everyone.
- Notification of people testing positive or having to stay home, there is a gap from letting departments know so they can get coverage arranged, Emily said they need to circle back on this and make sure everyone is getting notified and refresh the team members to make sure it's getting followed the same with everyone on the Covid team.
- Trial period for shift electricians in south converting, See attached sheet, contact person is Keith Sloderbeck. Matt Peat said they will look at this and get thoughts on Department Leads and Supervisors and get back to us next standing committee

Grievances:

21-05:

USC: John Niemi-we didn't receive the info request yet, can you send again-Hold Timely

MSC: Matt Peat will send again

Company Update:

- Introduce Pam Maurer coming to Wauna HR in Labor relations
- New hire Update
 - June 7th - 8 new hires
 - July 6th - 4 new hires with a target of 10 new hires
 - We have 3 summer college help and 3 more coming week of July 6th
- Attendance Metrics-Moved all the tracking into Kronos and Matt will follow up with Keith W
- Win June-Mark Haulk gave intro and update on how the Departments are doing. We have had some struggles with barge issues. They are picking some small items that we can get some wins in June then celebrate with a lunch. Mark Nicholson asked to lower our wet end strength caps because we are throwing away a lot of paper during start up
- MSG Update- Group still going through the training process and they had meetings with Phil also. , and are still in a holding process and not cutting department yet

Meeting Adjourned.



For the Union



For the Company