

Standing Committee
June 17, 2022
Zoom Meeting

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

MSC: Pam Maurer, Randy Bostic, Lauren Bishop, Terrance R, Mark Hauke, Scott Touney, Heath Gibson

Union Agenda:

- Labor Pool Vacations are separate ladders not to be included with ladder allotments or resource pools. We also want to know who was in a Labor Pool since March 1, 2022. Most of this is in South Converting so we need to get a follow-up on this or have a smaller meeting
- North Converting Vacations, look at MOA to see if it still makes sense with current situations. We would like to have vacations back to seniority, Lauren will look into this
- North Converting Pay, EE's don't want to move up because the pay isn't worth the added responsibility. Pam put this on her list and doesn't have an answer yet, but maybe in the future
- Baler/Napkin Vacation Allotments-Baler in October 2020 we combined to the material handler's ladder. Pam said she can't find a MOA for that but with Digital core the bailer got moved to Material handler group after the SAP training happened and digital core went live the bailers got moved back to napkins. Mark N said we have notes from that meeting that we had about the ladders. Mark also said anytime company changes a ladder we need to be involved. Pam said she needs to sit down and understand the full picture on this. Need to get napkins vacation and bailer vacation separate they were never together before not even the same department, Bailers should have been with material handlers. Pam looking into this
- Outage Vacation Blockage? Pam working on this
- Change in Napkin Tech 2 pay, would like copy of written proposal, already discussed this in Company agenda and need to set up a small group meeting about this next week
- Would ask to stop making changes with ladders and pay without including the Standing Committee, to make sure it's done correctly. Pam understands
- Kraft Mill seniority Lists (Why is Joe Viera frozen) we didn't get any info about him being frozen. Standing Committee needs to talk to Joe V and see if he really is wanting this. Mark H also brought up that Joe brought in a Doctor's note and that's why he is freezing, we said we still need to be involved. Terra also brought up that Kraft Mill training needs to be done by seniority and can't have people lower moving around higher seniority to train when they haven't gotten the training 1st. Mark H will have Jeff work on this
- MSG Weekend Duty Changes-Cutting people in Departments has made it so people are working over 2 months weekend duty. We are asking that the weekends be overtime not the adds during the week so employees have options to give it away. Pam asked if Terra has bought this up to Phil, and she said yes. Mark H asked for a proposal and sit down and talk about it. Terra will take a proposal to Ed so we can have an understanding
- Mill wide audit of senior moves? We don't know how to approach this. Pam said we need to have EE's that are affected and have examples. Bill D brought up a

problem that's happening in RO16. We will see if we can find the RO16 one and bring it to the company

- Company asking to freeze employee on 6PM on bottom rung, We have resolved the issue, so crossed off list
- More work for Baler in Napkins, when job is already more than 1 person can do effectively. We want the Company to look at the work load that they already do and the added work with the napkins, this should be a 2 person job the bailer is already at 1.75 and would be over a 2
- Pay for Mathew linden (resolved)
- Training in Kraft Mill bypassing of seniority, already talked about this
- Taking away vacation time on bids? Bids need to be updated so people know they won't get M-S vacations
- Incorrect wording on new bids that are up RO16, rolled resource and Folded resource, Heather B fixed
- New Policies, i.e. (ear buds) - On of the asks on certain tasks there will be certain circumstances that they could be allowed to wear them. We need this policy posted in the mill, pg. 31 of the Contact book #7. Pam brought up that is not a policy change because we should be wearing ear plugs, Gabe asked to let it be up to Department leaders to decide, Pam will take back to team
- Not taking dues out of new members checks again, mostly E&I and maintenance this is happening. Bill D said he doesn't know if this is a Kronos thing or not but referral bonus don't get union dues taken out of
- Ralph Church insurance? Having problems getting on the computer and couldn't get signed up. Pam and Lauren will look into this and get with Heather

****Follow ups****

- Luke Murphy bid grievance answer? Got answer from HR and we are moving to 3rd Step
- James Jacob Steam Plant bid? Lauren said she looked into this and he had an attendance issue and not performing well. We said that's why we have a 60 day probation period and they can send them back if they don't work out. We think that there is past history shouldn't affect them moving to a new bid. Mark N asked if his attendance was at a discipline level and Pam said he was at the cusp of being there, Mark N asked if his attendance was covered by floaters and Lauren is looking into this
- Pam Carter (frozen at right job) Heath said she is frozen at barge Coordinator and good to go
- Kenny Houle covid test follow up-Pam put together a joint agreement that she will bring to Bill on Monday about this. Pam agrees a 1 time no president setting on paying him 1 hour + call time, Pam also said the employee needs to also ask questions
- Maintenance Material Coordinator pay? Pam said when Don gets back from vacation she will push Don on that as she said it's in Don's court
- Lifting bid restrictions on letting new hires bid? Pam has not been able to look into this yet
- Terra brought up that there are some people that haven't got their referral bonuses yet. Pam working on this

Company Agenda:

- New HR team member, Terrance, announcement went out
- Hiring Update

	<u>Production</u>	<u>Trades</u>
June 6 th	16	4
June 20 th	17	1
June 27 th	5	0
July 11 th	4	0

3-5 summer help

Lauren is looking into how to get more involved in high schools and community college to get word out on mill jobs

- Napkins technician levels

Tech 2-16 spots

Tech 1

Start 1st pay period in July

Qualifications

Qualifications

All four folders

One folder

Napkins Palletizer

Napkin Palletizer

200 ct grade change

Terra brought up current tech 1 pay is the annex operator pay and the Tech 2 pay is the consumer operator pay. Terra asked when did we lower the wage rate for tech 2 pay? Pam said she is not aware of this. Heath G said he thinks the change came around 2016/2017. Pam and Lauren are going to look into this, Terra said they need to look into Kathy Huffman and Kristen Thompson because they were frozen consumer operators and if their age was cut we have a big grievance. Scott T also brought up they are going to cut 2 people. Bill D brought up that we are so short handed in the mill, cutting jobs is not the answer. Scott said they won't make the change on cutting the 2 people until they can make sure it works. Bill D asked if we can be involved and see the targets before they make the cut

Grievances:

22-02:

USC: Resolved this with Jeff this morning, paying correct people was done by Jeff this morning

22-04:

USC: 3rd Step

22-05:

USC: Still no response on this from his appeal, Hold Timely

22-06:

USC: Withdrawn

22-07:

USC: 3rd Step

Meeting Adjourned.


 For the Union


 For the Company