

Standing Committee

June 21, 2023

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

MSC: Heather Bogle, Jirza Ortiz, Heath Gibson

Company Agenda:

- TOO2 Curtailment pay MOA refresh-Heath wants to still move forward with the 2 or 3 folks that are still in that bracket to keep paying them tech 2 wage while in curtailment since the MOA was only for 6 months
- Willie Hampton term on 10/23, Company says they are working through process of Termination of employment
- Work Comp list for extension of probation (Yordi Gallardo, Gary Tussing). They want extension on their probation since they are off on work comp. They were both hired in May. Terra says we will circle back to this when we reach the 150 days with them.
- Minor update to attendance policy regarding call in procedure-Heath wants to change that you notify Clockroom to (follow the approved call in procedure) He will make change and get it to group to look at. Mike K asked to make it more clear about how we put notify company
- HR will be doing a mass education on the drug and alcohol policy. If you see something say something, just to raise awareness
- Labor pool bidding opportunities-Since we have put the MOA out to let new hires bid on jobs and it been going well. We still have some bids that are not being filled in South Converting and Resource Pool. If they can't fill the bids Company can hire off street. Gabe asked to maybe have Heather Skinner talk to the new hires to let them know they can bid.
- Heath Gibson is going to do some recruiting on getting more salary people on Standing Committee to replace people who are no longer here
- Summer help go through encadria, can give Heather Bogle name and she can give it to encadria, then they have a 6 month window to hire on fulltime, can revisit pay rate.
- Ryan Webb talked about how important safety is with new hires today and asked if we can help with lockout/tagout level one control. We have had 9 amputations in GP in the last year. When we come across new people have a conversation about safety and know where your hands are ad to ask questions if they feel unsafe. Terra also asked Ryan to look into where we are out on the mentorship program it's kind of staled and would benefit new hires for safety

Union Agenda:

- HHT Curtailment-Are they going to stay curtailed? Heath will get back to us on plan
- Vacation pay outs-of the 10 people we just want clarifications that they are taken care of. Heath said he thinks everyone is taken care of and have worked with everyone on taking vacation or payout. Bill said this is going to be a continued problem every year and we don't want people to be paid out, we want them to take vacation. Heath said we can sit down and get something worked out.
- Negotiation Follow ups-Terra is super disappointed because things were supposed to be put into effect immediately and we haven't gotten anything back from Company. Heath said they have been having meetings. Terra said they had agreed

that union would be involved with the meetings. Also Billy brought up with the pensions brackets it's not 1 dollar per bracket, like the Company said and now the Company is saying they are only giving the 1 dollar bump to the top bracket. Mike asked if we can get some sort of hard deadline on when this starts and what we all agreed on. Also Mike K wants to have meeting with Company or at least someone from Standing Committee to make sure all that was agreed upon is in the MOA's and pension 1 dollar per bracket, If it's not what we agreed on we will not start trial July 1st

- Non-working phone for emergency? Need to get that squared up with having phone working in Finall Building
- Bridge down update-Company working with each employee who lives in Washington to get a plan in place. They will have shuttle to ferry and from ferry to the mill
- Safety people watching cameras in Clockroom and calling in for Safety violations/no glasses or not walking in walk ways. We can't discipline people for things seen on the cameras (Joe Ciullo)
- Jason Cruz didn't get hired at the mill and was told he didn't get hired because of his mom and brother were bad workers. Emily was supposed to look into this but Billy hasn't heard back. Heather Bogle will look into this

Follow ups

- If the Vibe Analysis take the CAT3 test will they get special pay? Heath said he needs to follow up with Chris Lindquist on this. Ryan Webb said he had a 1 on 1 with Andrew S on this and asked what the pay rate was they didn't see anything on Vibe. Rod Ollila gets the Reliability Specialist pay rate is 946 same as Weld Inspector and 943 is Crane Specialist. Ryan Webb says we still have things to work out.
- Definition of the 12 hour shift schedule? Heath said he didn't get to this one. Terra is working 12 ½ hours and is only getting paid for 12 hours. Heath said he will talk with Terra tomorrow about it
- Are there still people working special 10 hour shifts continue? We are under the understanding that they still happening in the E&I Department. Heath will get after that again because he thought it was taken care of

Grievances:

23-01 MSG:

USC: Withdrawn by union

23-02:

USC: We need a 3rd Step answer

MSC: Heather got a case and they didn't give the amount that should have been paid. So she sent email back and said she needs amount today

USC: Union is giving Company till Friday then will take to arbitration

23-03:

USC: 3rd Step

23-06:

USC: We asked for 5 incidents from John Lollar

MSC: Heath will talk to John, Hold Timely by Company

23-07:

USC: Withdrawn by Union, Daniel Fuller is withdrawing

23-08:

USC: Withdrawn by union

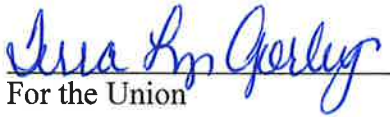
23-09:

USC: Withdrawn by union

23-10:

USC: At 3rd Step

Meeting Adjourned.


For the Union


For the Company