

Standing Committee

March 15, 2023

USC: Terra Gorley, Danny Poe, Gabe Shefstad, Mike Keyser, Mark Nicholson, Bill Dombrowsky, Kane Wardle (USW Area Rep)

MSC: Heath Gibson, Emily Riggott, Ryan Webb

Company Agenda:

- Ryan asked us for our concerns; Danny pointed out that he thinks Heath is working on it, but there should be 5 MSC attending meeting according to CBA.
- Monte Brown, David Duncan will be here the 28th for business performance.
- Angel Soft is growing on the market.
- Ryan gave kudos to the mill for being a reliable resource. Talked about investing in PM1 in 2024 and PM2 in 2026. Yankee hood on PM5 at the end of 2024.
- Gave us an explanation of AMT chart so we understand better.
- Bill asked where we are at with the small groups put together at the Joint Leadership meeting, still working on it.
- Mark questioned why vacation allotments were cut on PM6 & 7, pointed out it affects training. Pointed out that it keeps people from getting a break from the overtime.
- Union aired a lot of issues at Company's idea of who deserves a vacation.
- Bill brought up summer help again.
- Napkins will reduce head count by 4 because of Palletizer install. Originally told no one would be cut by Scott Tuney.
- Heather Skinner is new Labor Pool Supervisor, plan to have her guide new people on how to bid and give them guidance, make sure they get reviews
- USW Ratification should be finished the 16th. Mike pointed out that new EE's that couldn't put in vacation because of this have to use before June 1st per contract. Emily says they can just be paid out, union pointed out that paying them is a violation. Terra wants to be sure that probation period EE's still get to sign up. Mark said Ken Ramsdale didn't get 2nd week per MOA
- New provider for 401K, blackout will end March 30th

Union Agenda:

- Who can administer drug tests? Shift managers have been trained, not a licensed trained professional. Emily says they get qualified by an online course, Union disagrees with this new procedure, and Bill gave history on poor testing protocol.
- Standing Committee Minutes-Heath is modifying them to remove names, union will not agree to change our original notes.
- Oregon Sick Leave-New paid OFLA, we need to know how it effects previous language. Kane says he doesn't believe it will run concurrent with S/A, but still looking into it. Kane gave a verbal demand to bargain so we can get correct information out to EE's before September
- Apprentice pay raise? No updates-Heath thinks it was an idea, Union says we believed it was being pushed to Atlanta. Randy Bostic thought it was being pushed through
- Attrition rate for mill-60% retention in 1st year EE's. Kane says exit reviews would be helpful
- Robo call system still not leaving messages reliably. Calls multiple EE's at same time for same opening.
- Union says it's not appropriate for bosses to use social media to contact EE's

- SQF audit results? 95% according to Heath, they found some cobwebs, junk on scissor lifts that could fall-chemical storage
- Kraft Mill seniority list-Mark pointed out Bret Shelby is being bypassed and not being trained up. John Poole was disqualified and not trained, Seniority is being bypassed!
- Current Covid Protocol? Not consistent through each Department. Requesting that it be consistent and communicated
- Union asked Emily to vacation allotments being cut and that same departments don't need black out for extended down.
- Some Performance Leaders not giving enough time for SC members to make it to meeting
- South Converting email, made comment that cameras would be used to watch people for potential discipline, George Jones sent email. Master Techs watching cameras and tattling
- 7&8 not married but jumping people from 7 to 8. No call list were being made. Emily says it falls under reliability. Bill quoted Section 39-5, was a call made?
- EE's transferring to different mills. Emily says there needs to be a job opening, but no hard rule on how long EE has been with GP before transferring
- Union was told Heath is assigning discipline, not Performance Leaders. Heath said not 100% true, says he only makes recommendations to PL, will follow up with PL's
- Supervisors being aggressive towards EE's. Kane brought up Bill and Heather's incident, Bill is protected under federal Law yet he was disciplined, threatened Board charges. HR does nothing as far as discipline to supervisors. Kane requested Bill's file be wiped clean since he was protected under law. Emily not agreeing. Union brought up multiple infractions by Supervisors, threatening to go to HR if union gets involved, being aggressive.
- Kane says that as grievance steps go higher, then there should be a new set of eyes and ears at the meeting, so the perception isn't that same boss denies everything
- Arbitration- Kane should be getting a call from Company lawyer according to Emily
- Hiring unlicensed electricians-Who makes the call? Heath and Emily say hiring manager who currently is Randy Bostic
- Extra Board in Converting? Nothing new
- Holly White? Nothing new
- Ron Jenks wife still hasn't got a check in over 2 years!

Grievances:

22-17:

USC: Union does not agree with Company language in Settlement.

MSC: Company to look at it

23-01 MSG:

MSC: Company will send response electronically to union hall

Meeting Adjourned.


For the Union


For the Company