

Standing Committee  
March 17, 2021  
Zoom Meeting

**USC:** Keith Wright, Danny Poe, Bill Dombrowsky, Gabe Shefstad, Mark Nicholson, Bill Kerr, Jennifer Byrum (notes)

**MSC:** Emily Riggott, George Jones, Bob Hess, Heath Gibson, Matt Peat, Dan Vocana

**Company Update:**

- Hires since August 2020-54
- So far 4 more new hires starting on the 24<sup>th</sup> of March, 3 entry level and 1 journeyman maint team. Next new hire will be in April, Headcount of mill is 568 they don't have a retention rate of new hires.
- Attendance: Heather is out and they don't have it available right now but will get it to us after meeting. Bill Dombrowsky asked how many blue slips are available in the mill right now. 459 for base staffing in the mill, overtime for the mill for last month was 16%. South, unitizing and 6&7 PM are priority to get support with the new hires.
- Resource Pool structure-Make some moves with South Converting Resource pool. Moving to a rolled and folded pool. There is enough movement in the ladder to absorb most people already in the pool and a good time to do this. Want to do this at the end of March. We think by restructuring the resource pool we think they should go back to having each department having their own resource pool
- Info coming on the leave management with Sedgwick Company we are using. There will be a leave management team for employees to reach out to. There is some enhancements coming to the system over the next month or so.

**Union Agenda:**

- Call in System- There are a lot of hang-up calls happening. When the clock room sends out the calls they are all going out at the same time. We are wondering if the system can be revised. The way it used to be is they would wait 10 minutes before they called the next person. Keith W sending email to HR about this.
- Brandon Robbins not being moved up? They have Kevin Sprage training a person. Sprage is supposed to be an extra person to train and not taking a spot. Company will look into this.
- Snow Days- We are asking for the one guy who put in the after the fact floater to be given to use. Company said he put in for the time off before the snow.
- Keith Bendickson Bid? He did get the bid
- PM 1&2 there are still people who need to take their 2 weeks of vacation by our contract, there is no open slots available. Employees have to take 2 weeks vacations per year. Page 48 section 26 L2A
- Covid Pay? We still have covid pay
- New hire union dues? Company is still working on this and how to do this and validating accuracy of the list.
- PM 1&2 senior moves leaves bottom of the ladder shortage and they are working 6 & 7 days a week. We are asking that they pay the people up but leave them in there spot to spare all the overtime at the bottom. Company is looking into this and Bill Dombrowsky will work with them

- Allocator relief position-We understand that 2 people are training in that spot. Josh Sutton and Ryan Clifford. We said they can't hold 2 blue slips in the mill and are not aligned on this at all. They have been training for 2 weeks. Company need to update the system to let us know when bids are full. When we said we didn't agree with this allocator bid we said we will work thru this and follow-up with the union. We asked for a follow up date with this. Matt Peat said he will follow-up by the end of next week March 26<sup>th</sup>
- Pay issues on 6&7 PM? They should be getting paid B pool rate not the resource pool rate? Pay code needs to be deleted so it doesn't get used anymore. Brandon Green, Christian Womack , all of B pool needs pay checked.

**Grievances:**

**21-02:**

**USC:** Moving to 3<sup>rd</sup> Step

**21-03:**

**USC:** Moving to 3<sup>rd</sup> Step

**21-04:**

**USC:** George Jones response to the grievance wasn't even the part of the contract we recited. A) C1 page 67. HR's response was for 24 D1.

**MSC:** Company will revise and review and company will hold timely

**21-05:**

**USC:** We are asking to hold timely to give us time to get the call in list from the clock room

**21-06:**

**USC:** Kevin Hess written reprimand we are asking it to be removed from his file and put in as a coaching, it's a he said she said and Kevin did not say this.

**MSC:** Company will hold timely and look into this

**Meeting Adjourned.**

  
For the Union

  
For the Company