

Standing Committee

March 20, 2024

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

MSC: Jirza Ortiz, Heath Gibson, Chris Lundquist, Scott Ruhland, Joe Ciullo, Paul Shreeve

Union Agenda:

- Vacation allotments for PM 1&2, also not covering employee when injured or on S/A. Scott Ruhland said he based the decision off the down time of the past few years of shutting the machine down to lack of people. (14 days on PM1 6 days on PM2) Bill is saying that its how they staff machine when people are off on S/A or jury duty and Jessica not scheduling correctly. Scott will talk with Heath and Jirza and get back to us. Jessica and Jaime are reporting to Jirza now.
- Hourly employees taking salary jobs-asking for a list of hourly taking salary jobs and we are asking that we get notified when they go also when employees do special assignment
- Permenant jobs versus temporary jobs
- Job elimination contract language-Already touched on this Jirza proposal coming soon.
- Crane Specialist Operator Job proposal, Chris is working on job proposal and will get back to us. They are currently being paid the rate.
- MOA for 7/8 Ladder Merger-Already discussed
- New position in Material Handler (staright day job) HR has not heard anything about this and will follow up with leaders in that area.
- Justin Smith vacations-Still hasn't been given accruals from being hired. Terra was told Heather Bogle has knowledge of this Jirza said she will talk to Heather about this.
- MOA for stores pay change-Jirza working on this
- Recaust Utility bid-Has incorrect verbage on bid and sghould not be in Kraft Mill ladder and should be in Steam Plant ladder, Jirza will look into this.
- Training pay-We need to look at bidding that job that Patrick from North Converting has been doing the last 2 years. Mike Keyser brought up maybe doing a bid for a Master Tech training. Heath will look into this and talk to leaders in North and ask some questions. Mark Nicholson said we are violating contract and needs to be fixed or we can file board charges. We don't have have a Mon-Thurs 12 hour shifts.

Follow up:

- Vacation Scheduling Update-Heath said she is working with PL's in areas to get people scheduled.
- Material Handler/Baler pay-Has this been resolved? Heath said nothing new, and Jessica is looking back at the bids. Mark N said the vacations were together and they took over the job duties.
- Shift Coach Job Description-They are now under Scott R, union getting feedback that they are only there to do discipline. Jirza said they are still working on RR&E's for the job since its a new position and Mark R is just new to have them under his group

- Still having Salary driving in-Mike K said we should have something hanging from rearview mirror making it visible. Also, different colors for contractors. Jirza will bring up again.
- Craig Baker Medical tax update? Jirza will follow up with Heather Bogle
- Safety Shoes-Has it been fixed for all new hires. Jirza said this has been fixed but will double check with Heather Bogle
- Bill Krzton has it been fixed? Did we close the gap to see if his employment was continuous. Jirza will look into this and get back to Terra tomorrow.
- Light Duty- Allow P/L's to decide not HR- Jirza said its based on restrictions and if there are jobs available in area based on supervisor, also Jeff Washburn working OT on light duty
- Who escorts employees out of the mill? Jirza said it should be Dale Cathcart, Union feels that hourly shouldn't be the ones that are involved. Jirza will work on putting something together with Dale Cathcart on a policy for this.
- Mark Snookle-We had Melissa send an info request to see what discipline he received.
- Oregon S/L need time and date for this. Haven't heard anything since last meeting. Jirza will follow up with Emily R and Charlie.

Grievances:

24-01:

USC: She is getting Dual trade pay now but is asking for back pay as 2 other people were getting paid.

MSC: Jirza will talk to Anthony Moss.

USC: She wants back pay from February of 2023

MSC: Company holds timely until she gets with Anthony Moss

24-02:

USC: Terry Dow not getting called in, see dates on grievance.

MSC: Hold Timely by Company

USC: We are asking that supervisors use Clockroom for call ins.

24-03:

USC: Hold Timely from union since we just got the info request.

Company Agenda:

- 7&8 Ladder merger update-moving forward with this and Terra got everyone's approval from text move forward. Heath said there was not going to be a Junior/Senior machine or ladder. There will be Tech 1 & Tech 2 and they want to cross train so people can cover machine-See attached sheet of change.
- Stores Hazmat/Handler qualification/pay-Jirza is working on MOA for that and will finalize it next week and get it to us. They will back pay from the start of job change February 1st.
- Review Vacation MOA-Heath Asked if we want to re up the MOA for this year. He said nothing is changing and we're just going to change the dates to 1st pay cycle of December. He will get it to us in the next few days.

- Contract Books-Heath said he got around 200 and sent 80 to hall. He is asking if we can send people to the PDF form other than giving all new hires a hard copy. Terra asked if we could make an info page, sharing how to find it or telling people how to find it during onboarding. Terra asked if Jirza can send how to find info page to instruction to Melissa to include in packets.
- E&I and Maintenance pay-Jirza said they are looking at rates again of retention and pay in area. Mark N bought up that specialty trades are the only ones getting raises and we need to look at other areas also and not just trades getting raises all the time.
- 4/10 scheduling-Jirza had a request that we have a buy in before we start. We are asking that we get a proposal and survey put out there asking if people still want this. Jirza said they will come up with a proposal and present it to the group.
- 30 day notice for position eliminations: Jirza just wants to make sure we are aligned on giving employees a 30 day notice of elimination of position. At this time, they are not eliminating any positions.
- Joe Ciullo-talked about the death at Camas Mill- He wants to work together as a team to see what we can do to make sure it doesn't happen here. He is looking for a way we can get the engagement of employees. It's going to take all of us to make the change. Terra brought up we need to look at how we are training people. 0-2 years is the trend of people getting hurt.

Meeting Adjourned.


For the Union


For the Company