## Standing Committee May 11, 2022 Zoom Meeting

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

MSC: Pam Maurer, Ed Berg, Don Berry, Mark Haulk, Scott Touney, Heath Gibson

#### Union Agenda:

- RRE for R016-Any update on when these will be done, Scott T said he will ask when these will be done
- Sign on bonus for new hire in the truck shop and in general. Anyway we can standardize this so it's the same across the board? Don Berry said here was not a sign on bonus for Truck shop when he was hired. Union is asking for a non-president 1 time only to give him the \$5000.00 sign on bonus, Don Berry will get with Pam and let us know by next meeting
- Electrician Vacations/re hire vacations-we want to standardize this to make it across the board the same. Pam said she has MOA for new hire just about ready to have it done for us to look at and have our feedback
- Blackout dates for outage- Don Berry said it's because it's a cold outage and has been this way in the past for maintenance. We want it looked at for certain department in the mill being blocked out? Mark haul will ask about the rest of the mill being blocked out
- Lifting bid restrictions for new hires? Kronos doesn't allow them to sign up for new bids. Also we need to get the biding process to go faster Mike Keyser asked would that help the staffing issue letting new hires bid on jobs? Heath G said it would help a lot
- Pay roll is not taking out dues on new maintenance employees, need to look into this. Also dues being taken out of bonus

### \*\*Follow ups\*\*

- Kenney Houle called into to so his Covid test? Pam said you do not get paid to come in and test and it's not mandatory to come in, they can just stay home and quarantine. Mike k said people in the past on certain occasions have been paid. Pam need to take this back and talk to the team about this
- Wage table-Pam said that they found an error last week and reviewing the new one again before it goes out
- Tug Boat bid? Last meeting it was suggested to put a new bid with lesser qualifications on the bid to get some people in there. Ed Berg said there is a meeting scheduled next Monday with Jeremy Ness to talk about tug pay, training and lowering the qualifications of the job
- Converting resource pool, resource pools we need to get the bids filled because the new hires getting placed in departments are not in the ladder
- James Jacob bid to Steam Plant? Pam said there was some attendance issues and she is going to have some conversations with terry Force about him
- Mark Haulk getting with Terry Force about Steam Plant ladder
  - Lead Operator-5 Assistant Recovery Operator-4 Recaust
  - o Recovery Operator-4

4 Steam Plant

Assistant utilities-4

4 relief Utility Operator/Vacation Reliefs

- Raises for maintenance material Coordinators? Pam and Don are working on this getting the pay approved \$3.00 an hour raise not the full \$5.00 pay raise, Maintenance utility did not get the extra \$2.00 an hour
- Pam Carter Freezing-Heath hasn't gotten a chance to talk to Pam about it again, but last time he talked with her, she said she wanted to freeze as a barge coordinator not the loader job. Heath said she is froze at the barge coordinator. Mark Nicholson said we need to have a meeting with Pam and Heath to make sure everyone is on the same page.
- Update on moving Recaust back into Kraft Mill? Ed berg said in a few weeks there will be an update after meeting with Jeremy Ness

### Company Agenda:

- Hiring Update: Had 9 new hires May 2<sup>nd</sup>, 13 slotted for May 16<sup>th</sup> potential for 1 or 2 more for May 16<sup>th</sup>, 6 more on June 6<sup>th</sup>
- New HR teammate Terrance Rosallas starting on Monday May 16<sup>th</sup>
- Looking into how we can do advance scheduling better in the future? Pam would like to get some feedback from union on ideas on how to make it better
- Company looking at putting together alternate scheduling options to trial in 1 area in the mill to see if it helps keep people here
- Company looking to increase the hourly rate for Temp workers. We need to make it more appealing to get people to want to work here. Pam will get with Terra on this,

### **Grievances:**

## 22-02:

MSC: Mark H said we don't know who to pay

<u>USC:</u> Union will come up with a list on who gets paid and get back to Company-Hold Timely

# 22-04:

USC: 3<sup>rd</sup> Step

#### 22-05:

**USC:** Hold Timely

#### 22-06:

**USC:** Lack of senior moves being made. Pg 83 ExF #20, you have 2 weeks to make senior move. Pg 35 Sections 24/2B.

MSC: Ed Berg will review this again with the schedule. Company Hold Timely

### 22-07:

**USC:** Luke would like to bid on #5PM and shouldn't be held to the 24 month agreement on R016 because Adam R/Kraft Mill. Daniel Fuller didn't have to wait.

MSC: Company will hold timely to discuss this more

## Meeting Adjourned.

	Muchello
For the Union	For the Company