

Standing Committee

May 19, 2021

Zoom Meeting

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

MSC: Matt Peat, Phil Warnke, Heath Gibson, Emily Riggott

Union Agenda:

- Overtime for Department Shortage? See attached paper of all Department shortages in the mill. Matt Peat said they go by headcount with everyone even people out of the mill, He said he needs to take a look and dive deeper into why this is happening.
- Mill Radio Shortage-We have been told we are getting a new system but this has not happened yet and now we have a shortage of radios in the mill. Day wireless can't even put new radios in the equipment because all our stuff is so outdated.
- College Help MOA-When you tell us you are going to rewrite College help MOA then you just do what you want to anyways, we felt a little jaded when we left last meeting. George Jones said we are going to take a look and rewrite MOA and get together and talk about it before it was just sent out. Matt Peat appreciated the feedback we read notes from last meeting back to HR from last meeting. Emily said because of the labor market now we didn't want to eliminate hiring other than just college help.
- Retention survey that was sent out to people hired 2018 to now, Danny Poe said they maybe need to send it out to everyone and might get more feedback.
- Call times for covering union leave-See letter of Global Agreement signed by Bill Kerr and Ian Dieter from June 12, 2012. Bill Dombrowsky read letter to HR. Matt Peat needs to look at it and put eyes on it. Melissa is going to scan it and send to Matt Peat
- Vacations-Paying people out that have 2 weeks or less pg 48 section L2A. The contract says these people have to take a minimum of 2 weeks' vacation. Company said that it's not on them to remind people to take their vacations. Mark Nicholson said there is no way we can tell if someone hasn't taken their vacation, and it's a safety risk for people not to take them. . Emily Riggott said it's a mutual responsibility to tell them to take them. Emily said they can send something out to the mill to remind them of terms of contract. Emily said can we remind her to get that info out to the employees again in August about signing up for vacations.
- John Hass Medical bill has it been paid? This is something that happened at the mill. Matt will look into again.
- Maybe there should be a bonus for people who have stuck it out thru the years and not just a new hire bonus. The intension was to get people in the mill for new hires
- Greg Norman into apprentice program? Matt has not looked into this but will get back to Keith Wright by end of week.
- During Emergency we can have turnstiles opened up? Matt Peat said we can't do that because that's how they get a headcount of people. Terra Gorley brought up that everyone doesn't carry their badges with them and Mark Nicholson said that what if we had an active shooting situation to have everyone lined up at gate is a big hazard. Emily said she can bring it up with the group and let our concerns be heard.

- Mill Beach access? Emily said due to COVID restrictions the beach will remain closed. Bill Dombrowsky said if we can work 6 or 7 days a week we should be able to go to beach outside
- Brought up Safety walk thru in all departments changes in the mill. Matt Peat said he will get all involved.
- All Allocator positions are now salary? They are all salary except for 1 individual that is out on sick leave. There is 5 people. It's a slap in the face to union that we wanted to have 4 allocators and 1 relief position and you didn't want that Company only wanted 4 then you turn around and make 5 people salary positions.
- We need more training going on in the mill it's a huge safety issue
- Asked about people having trouble signing up

Grievances:

21-04:

MSC: Move to 3rd Step

21-05:

USC: We had an info request into company and have not heard anything back.

MSC: Matt Peat said he will look into and send info, Hold Timely by Company

21-09:

USC: Paul Burgher being took off call list by HR

MSC: Matt Peat said there were conversations with Paul that he would check back in on Monday with HRE that's why he was taken off list.

USC: He already had 2 negative COVID tests

MSC: Matt wants it to go back to 1st step and have AC answer this

Company Update:

- **MSC Changes-** Phil W gave update on side dump project. They reviewed the route with Mike Keyser and Safety Department on the route they are going to run. Phil is going to have the trainer come back out and have people train again. He said they need to come up with SOP and check sheets for Side dump. He said 2 jobs will be lost in MSG due to side dump. Standing committee never got a proposal to just get 1 relief for both Wood yard and MSG. Union feels that 1 relief is not enough for both departments. Emily Riggott said we have more questions to answer before we move forward with this.
- **Attendance Update**
 - 7 Suspensions
 - 42 Reprimands
 - 90 Coaching
 - 208 people at 0

Union wants it broke down into Tier 2 and Tier 1 to use for retention focus group
- **Ro16 Update-**Currently working through some turnover vacancies. They are making progress and starting to make product
- **New hire Update**
 - May 3rd -6 new hires 1 summer help
 - May 17th -10 new hires
 - May 24th -8 new hires 2 summer help
 - June 7th -5 new hires with a target of 8 more, they are getting some traction on college help

- Retention Focus Group Update- They had some pretty good conversations from the meeting they had and going to meet again in June. Mark Nicholson asked how they came up with who is on the group. HR said they tried to get a team that have different people throughout the mill

Meeting Adjourned.


For the Union


For the Company