

Standing Committee
November 15, 2023
No Meeting in October

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

MSC: Jirza Ortiz, Heather Bogle, Heath Gibson, Jeremy Ness, Owen Johnson

Union Agenda:

- Demand to bargain new Oregon Sick leave Law again, need date set. Heath has a meeting tomorrow with leadership team and will get back to us tomorrow after meeting. Meeting is at 11am, get ahold of Terra. Terra brought up part of our agreement it says that in our contract it says the employee can take 40 hours sick time but not required to use there 40 hour floaters, see attached, highlighted form. We should be able to run S&A and Oregon Sick Leave concurrent with each other, we are asking to bargain this. Owen said Federal Law says that if you are taking FMLA for family you have to burn 1 week vacation, but taking FMLA for you, you don't have to take vacation. Heather Bogle said since it hasn't been negotiated going to continue to take floaters
- Standard Evaluations forms for new hires, job bids, Jirza said this is part of the L&D group and they are working through L&D with this to get a standardized form.
- Special Assignment/employees working out of bargaining unit get moved back to their blue-slip job? Union needs an update, sent Info Request 11/15/23. If these jobs are still needed after 6 months they need to be bid
- The Local does support giving spot bonuses to hourly employees for exceptional work, Standing Committee needs to clear this up with management. Mike K asked how we are communicating this out and Jirza said there needs to be refresher courses to management it's not about just doing your job, it's about going above and beyond
- Need to discuss reasonable suspicion check list, union wants to be included in all testing of employees. Heather Bogle working on this and Jirza did show draft form that they are thinking of using. Might add stuff to check list after training
- Fat Tax for spouse-Any open enrollment issues on this
- The union's position is that Gemba walks are for safety and not for discipline purposes, bosses shouldn't be signed up for their areas only it's about seeing things with a fresh set of eyes. Terra said conversations need to happen when changes are made to crews. We would like to have people sign up for different areas then they work in, this should be a positive thing, Jirza asked if there has been more than 1 incident, Terra said yes.
- New Structure of Salary Positions? Do we have a date or a deadline? Jeremy Ness says we need to get the right people in the right rolls. No master design but wants to change behaviors and lack of respect. Jirza said they will have a better structure of teams during middle of December

Follow ups:

- Precision Techs not utilized during ASD info request on all non-specialized maintenance work performed during ASD-See info request IR23-13, We didn't use precision techs for ASD and the new MOA says "Precision techs will be utilized during major mill outages and the ASD as needed based on needed skills and qualifications".
- Biometric screening numbers have changed, exp. men used to be 40" and under, now it's less than 40. Heather Bogle reached out to the wellness team about this but haven't heard back yet
- JA's working in Recaust, did they get put back to their blue slip job? We are still under the impression that they are still in the ladder and relief positions move. We are asking that they get back in the ladder our request is to put people in the seniority they are supposed to be in
- Need answer on master Tech position in Kraft Mill. If we have a Master Tech position it needs to be bid. Randy Rigsby listed as Master Tech
- Still don't get email notifications for new job, is there anyway Jessica can send a notification to clock room that can go out to mill by email, so everybody knows. Jirza will have a conversation with Jessica to see how easy it would be
- Special Schedule and pay for Woodyard maintenance employees. Is Company open to 4 10's schedule Jirza said that Chris Lundquist is working on a special schedule to present
- Bill Krtzon pension. Heather Bogle said that corporate has got ahold of him, terra will follow-up with him
- Shoe balance and allowance. Heather Bogle said they caught up from everything before November 9th, she brought up that maybe we can start a new hire shoe program to allow employees to have shoes before they come to work.
- Trevin Morgan got donated vacation from Connor Morgan, was paid out wrong rate \$154.56 Difference. Heather will talk to Jaime Isom about this
- Doug Breeden 14 points coaching 31st, 1st & 4th, called on 7th Doug said they weren't taking phone calls on the weekend for Sedgewick. Heather said she will look into when outage was for Sedgwick
- Contract Books and Framework Books. Heath ordered them but can't get them in until January
- Change in wrapping for Costco?? River Gate Issues. Union said that maybe instead of naked rolls that are causing so much issues, maybe do a 6 pack wrap or 3 pack wrap on the bundle. Jeremy said there is a team working on the issues in North Converting
- Service Jackets-Owen said they are having problem getting sizes here for people to try on, but he is still working on this. We think that having 3 points for attendance be a disqualifying for a jacket, we think it should be 6 points
- Frank Bobidilla-Darrel was supposed to certify him last week but he called in, so he was going to reschedule him hyster training

Company Agenda:

- Jeremy Ness update-
 - Organizational effectiveness-right people in right rolls, trusted relationships, know your employees well enough to help them self-utilize. He brought up that we need some structure on training, he wants to improve the Learning & Development (L&D)
 - Chris Burns L&D
 - Maggie Brown L&D
 - Heather Skinner L&D

His main focus is going to start in North Converting and 7/8 & 13, as they are the biggest turnover rate
- Removing name from bids-
 - Before bid is offered?
 - Before bid is closed?

Union says it is before it's offered by official email they can take their name off the bid
- Probation extension for Jessica Brockover-Gabe said Monday she moved back to ABT, heather is going to validate how many days she was in training after the meeting

Grievances:

No new grievances

Meeting Adjourned.


For the Union


For the Company