

Standing Committee
November 2, 2022

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

MSC: Lauren Harrison, Heath Gibson, Paul Knoke, John McCaughey, Scott Touney

Union Agenda:

- Crane Training for new hires only virtual training. They need actual hands on training and need to add scissor lift, confine space, JLG, fall protection. HR currently working with Safety on a plan to do this. We want this to be hands on not virtual training. HR doesn't know why this has changed and they want to circle around back to Heather Skinner to see why to changed
- Secure emails don't have file sent file in my life choices. Lauren said there is a tech support # that people can call 877-344-5772 7am to 7pm central time
- Dave Morgan rate retention-wage retained he gets same percentage as a lump sum from that year. Bill said in the past they would get 2% of the 4/1 increase. He has not received any of the lump sums. Lauren will team up with Jaime to get the numbers and take care of it
- Issues for Life Choices for tax withholdings not accepting changes Call tech support at 877-344-5772
- Clarifications on Oregon FMLA Law changes? When is company going to start notifying employees of change? HR is still working on this regionally and we should be getting info out soon. They just want to make sure they get the correct info out. Bill asked is the Company looking to do something like they did with our floaters. We don't want to be blindsided. They will get info out soon and are working with their legal teams to make sure the info gets worded correctly
- Stop changing schedule after final. Supplemental agreement July 16, 1992, Company needs to notify employee through Clockroom, bosses are making personal calls not using Clockroom. Lauren will talk to leaders around the mill that calls need to go through the Clockroom when schedules change
- When Company and union do not agree, come to a resolutions 1st before going ahead. Moving blue slip employees incorrect in bid process. We are asking that the process stop until we come to an agreement because the grievance process is taking a long time and they are still moving people out of their department. Lauren said we all need to communicate better
- South Converting Master Tech position? Lauren said they are all in one pool and same ladder. Terra said it's actually 2 separate bids and ladders from the beginning. Lauren said they have looked back and they have always been 1 ladder. Bill said that if you want to change it to all 1 ladder then we need to make the change through the Standing Committee. We were never approached about this. We feel that this job should be in the job ladder to give employee incentive to want to move up in that job. Heath said in 2020 when OBWS was rolled out is when this was presented. Lauren said we need to sit down and figure this out further, because it's not going to happen at this meeting. Our ask is we set up a meeting time and sate so we can get this worked out in a timely matter. Lauren will get something on calendar sent out for a date this week. Probation employee not being allowed to accept bids and we want this to happen. Lauren wants to have a meeting to see how this would benefit the mill. Right now the Company is just automatically blue slipping employees without placing the job up for bid. We want to Company to lift the policy that says probationary employees cannot bid on bids.

- We need an updated address list and member list. Union received address/phone list. Still not getting notifications such as terminations, retirements, etc. Section 21C 1&2. Melissa still needs notifications on retirements, disciplines, terminations. Lauren said she will make sure that Melissa gets a copy
- Answer for Attendance proposal? We gave pam a proposal to have points changed to be better equivalent to match our percentage system in our contract book. Lauren said give her a couple days to look into this. Pam might have what we proposed and Lauren will ask her.
- Signing bonuses, Union is still waiting on answer for Information request dated July 20, 2022. Lauren sent Terra a list but can't look at pay. Lauren said she can figure this out and get it to terra by the end of the week.
- Kronos Issues-Sometimes no checks, sometimes it's on Kronos but not on checks, other times it's the opposite. Lauren needs specific issues. If an employee didn't get paid it's because a supervisor didn't put the pay in. Lauren said she will talk to Supervisors. Lauren will look into this because the hours were in Kronos but paycheck said 0. Lauren will set up a meeting with Kronos people to get answers
- New Hire orientation schedule-Lauren is trying to change the structure of this and are working with Safety. They are trying to stretch the process out to make it better
- Dave Albritton accrual vacation? He needs to go to Heather Bogle and she can fix the problem.
- Steam Plant running w/3 people, not safe to do need to go back to 5 per shift. Lauren asked if we had a solution other than adding people. Lauren said that bids in that department still needs to be posted. She will get with Terry Force and Jeff Smith
- Kathy Huffman-Pay Tech 1 & Tech 2. We just want her retirement rate to be at the tech 2 rate as she was frozen at the consumer rate. HR agrees to this they just have to figure out how.

Union Follow ups:

- North Converting break times
 - Hold Timely to gather information. If an employee needs to take a break, they need to go to master tech and let them know.
- Ear bud Policy
 - Did Bill & Lauren get with Joe C to discuss this? Joe said no but will get Joe to clarify to us. Lauren will ask Joe to attend meeting in 2 weeks
- Jessica not following up on floaters and vacations, not ranking employees in ladders correctly, vacation past practice
 - Any answers to these issues? Lauren doesn't have enough information on this yet. Heath, Jessica and Lauren will sit down and talk about this

Meeting Adjourned.


For the Union


For the Company