

**USC:** Terra Gorley, Danny Poe, Mike Keyser, Mark Nicholson, Gabe Shefstad, Bill Dombrowsky

**MSC:** Pam Maurer, Lauren Bishop Harrison, Heath Gibson, Paul Knoke

**Union Follow ups:**

- Dues taken out of sign up bonuses-Pam to get with Heather
- Jason Dahlquist –No dues taken out Pam says corrected and working on past dues so it won't deplete check
- Labor Pool issues-never had meeting like planned, Pam will work with Terra for next week
- Material Coordinator pay-Bill got denied response, Pam confirmed it's denied, Says job is comparable to stores and not "on tools". Pam pushed for smaller steps in pay and Ryan Webb denied it
- New Hire requesting to break up vacation to DATV-Union does not align, CBA is specific on this subject
- Salary doing hourly work. Pam said she would meet with Chris Verdugo. East side-secondary also included. Pam has not followed thru with Verdugo, asked for managers in areas Brandon Luey in East Side Josh Pechacek-Secondary, Mathew Pierce #13 on motor change, George Jones in Napkins
- N Converting break times-Not getting them resulting in injuries. Pam was to follow with area boss. Mark said originally they were to shut down equipment if necessary, but that's not happening. Lauren agrees that supervisors should be paying attention. Lauren pointed out 2015 MOA, communicate with Master Tech
- Ear bud policy-Pam was to talk to Joe Ciullo, because policies should go through standing committee-No discussion with Joe-USC does not agree with policy nor having to sign policy. Bill and Lauren are going to get with Joe Ciullo
- Material Handler Group-Organizing Baler, Utility Trucker. Material handler never happened. Bids are all screwed up, Mark pointed out October 2020 when they grouped them together. If they are splitting them then they need to approach the union. Putting together a group to hash this out week of the 7<sup>th</sup>

**Union Agenda:**

- Scheduling floaters and vacation will not show up on schedule till that week is current, Jessica is making decisions that don't belong to her, example-assigned crew when taking vacation, Bill listed multiple complaints against Jessica, won't answer phone, won't call back, suggested she works at mill from now on. Her thought process on bid/bids seniority is wrong. Pulling from 2 different bids for same department should not happen. Exhaust 1<sup>st</sup> bid before starting 2<sup>nd</sup>. Bids not showing "accepted/declined". Pam says vac/floater should be quicker fix. Jessica not ranking employees in RO16-scheduling OT in wrong position, wrong people in wrong positions on machines
- 2017 Grievances- Pam wanted to squash as many as possible when they rolled out the recent pay increase to Tier2. Pam said it's out for timeliness. Bill gave a timeline where technically it was Jeremy Ness who last held timely. Pam won't change her stance. Danny is pointed out all the failings of the company about being held timely. Came to the hard stop for the meeting and didn't resolve this

**Union Discussion**

- Trying to get a new wage table-we ask that it be added to SharePoint
- Lauren asked for documentation on Kathy Huffman being frozen
- Terra asked for everything not touched to be held timely since MSC stopped meeting

**Meeting Adjourned.**

  
For the Union

  
For the Company