

Standing Committee  
September 29, 2021  
Zoom Meeting

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

**MSC:** Matt Peat, Pam Maurer, Mark Haulk,

**Union Agenda:**

- Mill Covid testing not being accepted by Sedgewick. Matt Peat said that Sedgewick wants a doctor's note to move forward for sick leave. Company is trying to work with our nurse medical office to work with Sedgewick. He also brought up for employees to use telehealth to get paperwork filled out. Union feels that Sedgewick is not user friendly and we need help. Pam and Matt will work on with the action team.
- Attendance Policy-Talked about it in Company agenda
- Senior moves in Kraft Mill-Gabe said that during the conversation that Matt had with him and Matt was presenting promotion language not senior moves. Union said all senior moves should be made in whole department if you can't move all rungs in ladder then the overtime spot (pg 83 F#20) that it occurred. Matt Peat said that people did get paid up in that situation. (Overtime) happened at Senior Pulping position. We got notification that Larry said he was not going to pay now. Matt will follow up with Larry. Gabe asked for Matt to follow back up with him
- Pay Verification for Grievance #21-12-Matt said he followed up with Larry to get it processed
- Cutting MT & 5<sup>th</sup> Hand on 1&2PM-Mark Haulk said we need to make 1&2PM more competitive and wants to hear ideas and work with 1&2PM to see how to do this differently. Union feels that we need more people and a better maintenance on our equipment. Danny Poe said he would like to be involved in meetings
- North Converting Seniority-If you look at the update list for Tech 1 positions they are holding a spot for Monty F, who we heard is freezing but have not been talked to about and been verified yet. Mark N wants to have Matt Peat work with Vocana, Matt said he will give Vocana a call
- Hourly Safety People being scheduled for weekend duty-They are not being paid up for this and are doing Salary work. They are being put in a rotation with the salary. They are also on call 24/7 during the weekend coverage. There is no other Dept. in the mill that has hourly people doing weekend duty of the Salary job. Union feels that the salary people in the Dept. should do weekend duty not hourly. Matt Peat said he will follow up with
- Scheduling 16 hour shifts on #5PM for the 2 day down that happened. It's a huge Safety concern. Matt & Mark will look into this.
- Ask Mark Haulk if found out how they are going to cover shipping spot when they are gone on 1&2PM? We need people in the mill. Matt Peat said he will bring this to Heath and Todd to come up with a solution
- Call in System-Have there been any improvements? Matt Peat is going to work with this and trying to get 2 minutes between each call
- Approved Standing Committee Minutes? Matt Peat said he is back logged and will work with team in this
- Remind Emily to send out email for people to schedule vacation. Matt Peat said he will work on this and getting it sent out soon
- We want to bring up that we need to stick with our 3<sup>rd</sup> Wednesday meeting

**Grievances:**

No new grievance at this time

**Company Update:**

- ATM Refresh-We are at a target right now at 30 million for improvements in the next 2 years. Mark Haulk wanted to let everyone know how they played a part.
- Pulp & Paper Conference-Company made decision to not attend conference due to Covid spike
- Bid extension-Gabe and Matt talked about this already
- Attendance Policy Update- AS of September 27<sup>th</sup> the new points system is rolling forward, if you have a reprimand on file even though everyone goes to zero, you won't receive p-pay. Union is not in agreement with the new attendance policy, we thought we agreed at Standing Committee last meeting that we would discuss this on next meeting, before it got rolled out. We want the number values to be the same as they are now not different, We will file a grievance if the points aren't consistent with the percent values
- Hiring update- 10 people to start on September 27<sup>th</sup> and another group starting on the back end of the outage
- MSG relieving the tug boat-The Company as it stands today the relief will still be trained on the tug boats for an emergency purpose but will not be used to cover vacation. Union requests that we make sure we call in from call in list 1<sup>st</sup> before we move that relief to cover.

**Meeting Adjourned.**

  
For the Union

  
For the Company