

Standing Committee
October 20 , 2021
Zoom Meeting

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

MSC: Matt Peat, Pam Maurer, Mark Haulk, Heath Gibson

Union Agenda:

- Sedgewick-Union is has issues with Sedgewick. Matt said he has been working with EE's that have had problems with paperwork. Lead management team to investigate, no answer for standing committee at this time. Bill D asks doesn't Sedgewick work for us? Matt, yes, Union feels Sedgewick should not be able to tell EE's they can't come back to work. The Company should be able to tell Sedgewick to accept tests, or any of the Covid stuff. Matt doesn't know if company can tell Sedgewick or not, Matt said he is working on it. Mark N said telehealth link that company sent out is denying, because they said they can't verify it's the EE, and they won't send t Sedgewick. EE's are frustrated. Company said the local level doesn't have these discussion rights, its being moved up the chain.
- Kraft Mill Senior moves paid up? Matt said in that situation they are being paid up, need to follow up with Larry, Matt will let Gabe know
- Shipper 1&2 PM- Other material handling team will be stepping up to help, but sometimes, Paper machine will need to step in. Danny P said sounds like will work, we will try. Mark H said not ideal situation, but if we have situation will need take from Machine.
- 16 Hour shifts scheduled on #5PM- Company said discussion was had, and email sent, union said email was confusing, Mark H told them not to schedule 16 hour shifts
- Call in system, where are we on that, Matt said the 2 minutes between calls should be in effect
- Approved Standing Committee Minutes- Matt said they are a work in progress, has up to June's minutes to do.
- Sending email for vacations- Matt talked to Jessica, it needs to be done, he will follow-up with her.
- Wage retained-Morgan, Gabe said he talked to Matt about this, Matt said working on it, Gabe asked about getting ticket done, Matt said by end of week get ticket done.
- "Letter of expectation" what is this? Matt said this is companies way of making sure we all know what is expected, something to have in his file. Union asks where it falls in disciplinary ladder, time frame. Company said we want something documented in file, 1 year. Union wants it removed from file in 1 year, it should start over and not go against him, and does it affect P-pay, company no it does not affect P-pay
- Grievance #21-09 & #21-12 Pay verification? Company what were these? #21-09 was sent back to 1st step to be paid, #21-12 was to be paid, this is housekeeping for union to keep tracker updated. Matt said will check with AC
- Washington Cares Fund-this is a Washington state thing, Koch sent letters out to all employees that live in Washington. Pam asked to see letter, Bill will get copy to her, she will look into this

- Darren Knighton moved to Steam Plant? Matt-yes
- Reicast bid-Are 2 Reicast employees moving to new bid next week? Matt said yes they should be
- 3rd Step Answers still needed:
 - #21-08-Union Dues-Matt been having discussion-Have follow-up discussion with Jeremy tomorrow, will get response by end of the week.
 - #21-10-MSG-Pam said she thought this was done already, she will follow up
 - #21-11-Neil Nicholson-Pam thought this was going to be paid, she will follow up
- Electrical Precision Tech working from home- Matt said he has work restrictions, he has been working on some stuff online, and trouble shooting from home, he will look into this, Mark N said other employees have concerns over this
- Sign on Bonus- Union said that Heather has new hires signing \$1000.00, but what they were told was different. Pam said that she found out there is missing information on the offer letters, looking at doing an addendum for the past new hires, that got the wrong information. She is making sure that it is correct going forward. Talk about giving \$1000.00 sign on bonus immediately, and then \$1000 after 1 year. Union thinks \$1000.00 sign on bonus should be given after probation period not immediately, and then after 1 year. Company will look into it
- Scheduling Standing Committee- this needs to be a priority, Company agrees and they talked to one's scheduling, so let them know if it doesn't change
- Vaccine Mandate- Company said they don't have a vaccine mandate at this time
- Gabe Shefstad stepping down as chair Danny Poe is new chair

Grievances:

#21-13

USC: Sent today

Company Update:

- Probation Extension- 30 day extension for Shelby Sanow-going from Kraft mill to Napkins, Union is okay with 30 day extension
- Feedback on 2 week schedule-Company wants to go back to 2 week schedule and get feedback from union. Union has a lot of concerns, we need time to discuss, is there a company proposal, Company said not at this time, looking for ideas from union. Company wanted to introduce the topic and reconvene at next standing committee meeting
- Brandin Lee-Steam Plant-Came back to work after extended leave, he has bid to Steam Plant, currently doing whole watch on annual down, can this count towards his training probation? Union asks did you hold bid for him in ladder. Matt said no come in bottom place in ladder in resource pool, Union is this a new bid or bid from before he left? Matt said before he left, Union said if it was for 2 years it should be a new bid, Bill D said he knows he was off for more than 2 years, Matt said if this is true we will do a new bid. Union said as far a whole watch no we don't think it should count toward training, His training will start when he starts on that bid

- Hiring update:
 - 7 people today 4 going to North converting and 3 going to South Converting
 - November 1st Targeting for 10 people
 - November 15th Targeting another group

Pam said going above head count goals in North Converting and South Converting, some will go to Paper Machines from November 15th group, also, looking att going heavy in relief pools.

Meeting Adjourned.


For the Union


For the Company