

Standing Committee
July 25, 2012

USC: Bill Kerr, Curt Ollila, Mike Rochon, Paul Burgher, Mark Oja,
Herb Williamson (notes)

MSC: Ian Dieter, Dave Hathaway, Heath Gibson, Olivia Hoyak, Emily Riggott

JSC: Discussed hiring practices and policies, restrictions on hiring relatives

USC: Next standing committee meeting August 22, 2012

MSC:

- 11-58 3rd Step, lowered to coaching, accepted by USC
- 4 grievances have come under new 2 hour late rule and have been directed to be paid
- 12-06, 12-07, & 12-10-Paid
- 11-29, 10-62, 11-12 & 10-21-Paid
- 11-62, 11-63, 11-55 Awaiting Board
- 11-03, 11-54-following up
- 09-89, 10-08, 10-17, 10-28, & 11-43, Paid
- Discussed resolving 3rd and 4th Step grievances

Grievances:

11-01

USC: Follow up- Hold timely

12-62

USC: Hold timely

12-63

USC: Clean up schedule and accept call time

MSC: Agreed

12-64

USC: If MSC will agree to look at long term absences USC will withdraw grievance

MSC: Will investigate

USC: Withdrawn

12-65

USC: Will withdraw

MSC: to have discussions with applicable personnel

12-66

USC: Past practice is to pay call time, EE spending more time in transit than in training, asks affected EE be paid call time

MSC: Will attempt to have EE in long enough to be profitable, doesn't believe 12-66 is supported by the CBA

USC: Designating quarterly meeting in schedule is necessary for tracking

MSC: The concern isn't supported by the CBA

JSC: Both parties will discuss-Hold Timely

12-67:

MSC: Activity was not out of ordinary, cannot say this will not happen again

USC: This was our work

MSC: Will submit 2nd Step answer

Discussion amongst JSC over issue

12-68

USC: Asking for call time and wages

MSC: there is no call time procedure for maintenance

USC: There is call in procedures for all areas, these were not dropped during negotiations

MSC: Only seniority ground rules were carried forward

USC: Respectfully disagree

MSC: will follow up

USC: Ask grievance be paid

11-31

USC: Hold timely

11-21

MSC: Has list of affected personnel

MSC: Not companies responsibility to determine who was financially harmed and how much. Locals responsibility, provide information

USC: Hold timely "information request for time work sent"

USC: Asked for updated list of actual camera locations

11-49, 11-50, & 11-51

USC: Asking for proper notification, would like a step forward

MSC: Contractual language is subjective, but agrees more time than day of job would be appropriate. However setting an absolute notification window likely will not happen

USC: Hold timely

Agenda:

Scheduler-Asking USC to waive 7 day move clause to facilitate bid process

USC: Propose alternate window

Scheduler: Doesn't believe any window would work for the near future

USC: Offers 3 month exemption, if senior bidder is held after 30 days they receive higher rate, after one month if higher. Only new bids not ones already posted, for new bids after this date. Company stated ongoing problem with absences have been shutting down assets.

Meeting Adjourned.



For the Union



For the Company