

Standing Committee Meeting

July 20, 2011

USC: Mike Bouse, Ken Enneberg, Bill Kerr, Curt Ollila, Mike Rochon

MSC: Chad Davis, Frank Walsh, Shawn Wood, Dave Hathaway, Erik Wilson, Spencer Drolette

Grievances:

11-21: Job Duties in Unitizing

Remand to 1st step for further investigation.

11-22: Senior Move

USC: Should be three days of senior move opportunity.

MSC: Company agrees to adjust vacation wage average based on wage increase that would have resulted from senior move.

11-24: ATFFH

Company proposes to award additional ATFFH. Union accepts proposal.

11-25: Written Reprimand

USC: Reduce discipline to letter of discussion. Claim that Employee followed proper protocol for reporting injury.

MSC: Will mitigate the discipline to a letter of discussion on a non-precedent setting basis.

USC: Agree

USC: Proposed idea for company to provide more detailed information and direction to employees related to the reporting of soft-tissue injuries.

11-26: Bid Denied

USC: EE did not receive sufficient feedback to know how to improve to qualify for the bid. Recommendation to remand to first step and allow EE to continue training for two tours with additional evaluations.

MSC: Will consider recommendation.

USC: Offer 2 weeks w/weekly evaluation "documented" (15 day extension) and have a standing committee/steward present at evaluation

USC: "Erik has info we don't know about" (Frank)

11-1: #6 Fabric Change

Group decided to continue to hold grievance timely.

11-12: Failure to Provide

USC: Reduction in force caused by curtailment.

MSC: Reduction in force caused by breakdown. Will hold grievance timely.

11-13: Wage Rate

USC: EE did part of job that required most training, thus should be paid at higher rate.

MSC: EE did not qualify for higher rate because only did part of job. EE was trained 2 hours; training for entire job takes 2 weeks.

Hold Timely

11-14: Internet and E-Mail Access

MSC: Grievance denied. No contract violation.

USC: Issue will be addressed through different channels. EE stated Supervisor told him it was "above him"

11-16: Contracting Out

MSC: Will gather more information. Hold Timely.

11-17: Overtime

MSC agreed to remedy EE. Grievance settled.

11-19: Contracting Out Hole Watch

USC: Company should have offered EE the overtime work, based on sec. 15 b. that company should make "reasonable effort".

MSC: Hold Timely.

Agenda Items

Welding clothing allotment:

USC: feels this is safety issue that can be address with reasonable amount of money.

MSC: Original agreement was meant for incentive for people to certify as welders. The Company holds that it is an outside agreement that was not addressed during negotiations, putting the company under no obligation to meet this request. The request is denied.

Contracting out Tug:

Both sides agree that contractor cannot be called in for scheduled OT.

7 Minute Rule:

USC: Proposes departmental guidelines for what constitutes approved overtime for handoffs. Believes commitment was made during negotiations by company to not tie specific employees to specific clocks.

MSC: Instead of departmental guidelines, company will allow departments to determine if overtime is necessary for a thorough shift handoff. Has no record of any commitments regarding tying employees to specific clocks, and reserves the right to do so.

USC: Not per discussion during negotiations Clocks are for employees not to hang in clock room or in cars, but no discussion over a designation of clocks bad faith bargaining-Possible Board Charges.

Contracting Out Language:

USC will consider who will receive notifications, which are automatically sent whenever an update is made to the spreadsheet of contractors.

Union involvement in interviews

USC: Proposes having several union employees participate in labor pool interviews, specifically members of the executive board.


MSC: Will consider.

Screen Room Utility Clean-up


Company will gather information.

Note – two assistant unitizer operator positions Change in new contract
No longer have truck door checker

Meeting Adjourned.



For the Union



For the Company