

Standing Committee  
June 20, 2018

**USC:** Keith Wright, Bill Dombrosky, Mike Smith, Gabe Shefstad, Jennifer Byrum (notes)  
**MSC:** Grace Huang, George Jones, Heath Gibson, Emily Riggot, Heather Bogle, Joe Shaw

**Union Agenda:**

- Vacations for transferring employees (Sec 26L 4&5) Emily said people are aware of this because it's on the bids that they might not get their vacations. Bill said if this is going to be changed it needs to come to standing committee 1<sup>st</sup>. Emily will look into this.
- Post bid for employees before hiring off the street. Bill Dombrosky asked why buds aren't being posted when employees want to come into department. Employees should be offered a job bid before hiring off the street
- Bill is going to discuss the RR&E's that were handed out to employees. Bill said management has the right to ask how his crew is doing but will not fill out the forms that ask to give feedback of evaluating crews. That is Managements job not Machine Tender's job to give positive and negative evaluations.
- Standing Committee minutes not getting returned in a timely manner, Keith W gave copies to George to look at
  - December 2016 & January 2017 was sent in February 2017
  - February & March 2017 was sent in April 2017
  - April, May & July 2017 was sent in October 2017
  - August & December 2017 was sent in April 2018
- Why are we keeping below standard employees? Grace said they are trying to address the problem early on. Emily said they are trying to get people in here and are trying to get the gap closed and get the right people in here

**Company Agenda:**

**Announcements:**

- George said at the next planners meeting they are going to roll out CFAT's and it will be any individual who works in the area, so all employees will be getting a background check. This is ongoing in those CPS trained areas. If you take a bid on Eastside you will be required to get a background check.
- Attendance-
  - 92 people above 1%
  - Company requesting to extend probationary periods for 4 employees
- New Hire Process: new hire group starting next Wednesday, 5 Encadria employees, Mechanic starting on the 27<sup>th</sup> and 3 more that accepted offers also 1 electrician

**Grievances:**

**18-07:**

**USC:** Company held timely-George said they are waiting to hire in a Millwright before they can move him into the Cat Shop

**18-10:**

**USC:** Withdrawn-Standing Committee has found no merit in grievance

**18-11:**

**USC:** EE got reprimand for crosswalk violation. We think all the walkway changes and the notifications are not communicated well. We are asking that the written reprimand be removed from file and given coaching. Nobody takes into consideration the job tasks before putting in walkways.

**MSC:** Grace said they will discuss it

**18-12:**

**USC:** Salary doing hourly work again. Salary EE was out disassembling equipment. We are asking that management out the word out again.

**18-13:**

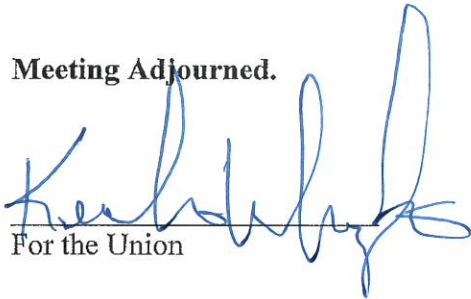
**USC:** Hold Timely, sent Information request


**MSC:** They did not receive information request (please resend)

**18-14:**

**USC:** Withdrawn-Standing Committee is glad to see the change that is happening about having the performance leader talk.

**Meeting Adjourned.**

  
For the Union

  
For the Company