

LOCAL 94 EXECUTIVE BOARD MEETING MINUTES 02/05/2003

Executive Board members present Bob Seal (President), Stacey Madson (Secretary), Bob Knighten (Chief Steward), Jay Greenberg (VP), Alan Dudziak (at large) and Sue Whited (Treasurer). Visiting union member was Nancy Elizondo

Treasurer's Report: Sue is working on the annual labor/management report required by Department of Labor Rules and Regulations. Sue gave an accounting of the funds Local 94 presently has in their bank accounts (Checking and Savings)

Secretary's Report: Stacey reported on the status of the union membership. Three Local 94 members changed their status in the past month. One has left the work force, one retired, and one withdrew from the local organization.

Unfair Labor Practice: Bob Seal is checking to see if he is required to sign anything following successful results of Local 94 input on the team leader matter. ID management has agreed to return personnel designated as team leaders to their former status and to develop a plan for training of personnel designated as team leaders (when that occurs). It appears that once designated as a team leader, the new TL will most likely be ineligible as a union member.

Unit Clarification: Bob Knighten led this discussion. Management has taken the approach that "Program Managers" will be excluded from the bargaining unit because of their "ability to influence the organization". We are continuing to review the statutes and feel that there is a misinterpretation of what "influencing the organization" means. Present review indicates that influence of the organization would mean influencing complex wide decisions by DOE-HQ personnel. Further review and discussion will occur as this matter has not been concluded as yet.

Bob Seal reported that further clarification regarding the 8 DOE-ID FTEs identified for relocation to the Golden Field Office has been received. Those 8 positions will not be relocated as the Golden Field Office all ready performs those duties. The positions will be eliminated from the DOE-ID office and vacancy announcements will be made at the Golden Field Office (GFO). Present DOE-ID personnel performing those job duties may choose to compete for those vacancies through March 30, 2003. As yet, no DOE-ID personnel had applied for the vacant positions at the GFO. The GFO has offered to pay for a trip to Golden to see the area and the offices to help those personnel affected by this action determine if they may be interested in competing for the vacancies. DOE-ID management has stated that every effort will be made to find full time positions in the ID Operations Office for those affected but there are no guarantees.

POV use and Travel Policy: This matter is nearly resolved with ID Management. The final issue is finalizing the matter of \$.10 reimbursement rate vs. reimbursement at the \$.28.5 rate allowed by federal travel regulations. (The difference is between use of ones POV even though a g-car/government service is available vs. use of ones POV as authorized by the individuals manager even though a government car/service is available).

Overtime Compensation: Local 94 feels that the office needs to retrain the federal work force relative to reimbursement for working overtime. Whatever the final outcome, Local 94 believes that a consistent position applicable across the entire DOE-ID workforce needs to be

implemented. Local 94 will continue discussions with ID Management to determine what is allowed by regulations, reimbursement rates allowed, comp time vs. payment of overtime worked, etc. This issue should also address the matter of travel on weekends in order to attend assigned meetings that begin first thing Monday mornings or meetings which conclude after regular work times at the beginning of a weekend.

Union Credit Card matter: The bank finally agreed to remove the late charges assessed to our account. (The union was not late and a bookkeeping error was made that the bank did not admit to initially).

Forgotten badge issue: Local 94 objected to an announced plan for a policy of zero tolerance for a forgotten badge by employees. The announcement was for implementation of the policy by June 2003. ID Management has not negotiated this change in working conditions with the union. Local 94 has received support from several bargaining unit members in relation to this matter. Discussions will continue.

Management has requested that the Union and management review the annual bus pass issue, specifically the number of bus passes purchased by ID Management that are held by ID for incidental travel to/from the INEEL. Local 94 agreed to review the usage of the bus passes and to determine if fewer (or more) bus passes are needed. (The number of such bus passes will likely decline due to changes in the bus operations. The M&O contractor recently changed the policy of requiring a bus pass for travel on the site-town shuttle, etc.)

Local 94 is still pursuing the matter of ID payment of credentialing fees/licenses (such as Certified Industrial Hygienist, Certified Safety Professional, licensed engineers, state licensing requirements for various disciplines, etc.). DOE directives indicate that work related licenses and credentials are encouraged in order to have/gain appropriate status with contractor personnel with which the federal employee interacts on a regular basis as part of their work assignments. At present, ID only pays for the licensing requirements of the attorney staff (OCC). Local 94 is engaged in discussions with management, which we hope will extend to those who have and maintain licenses and/or certificates identified (or similar to those) above.

The union is preparing a packet of information about the union that will be provided to the new manager (once one is selected). The packet will include issues of importance that the union is interested in and which we continue to have discussions with present management representatives that have yet to be resolved.

The Federal Caucus and Convention will be later this summer (July) in Hawaii. It was moved and seconded that Bob Seal and Jay Greenberg attend to represent Local 94. Motion passed unanimously.