

## February 2010 President Report

Submitted By Michael Lynch

All the VSPP-ZIPP offers are done with Qwest. Members are feeling the impacts of more work and less workers to do it. It was great Qwest offer for members to leave that wanted to but hard for those that are still here. It's the same of trying to do more with less meaning the work.

We still have several work group that do not have a local agreement for Priority Personal Days. When no agreement is reached it reverts back to the Contract. The different is now the company is saying you have to take the whole day when you call for a priority day cannot be taken in hours now it has to be full day 8-hours. We have filed grievances on all these.

Summary of the Qwest Occupational Job Analysis Project that started in 2008. The union was notified January 22,2009 of the Occupational Job Analysis for the titles comprising what Qwest defines as the "Clerical Technical and Non-Technical job family". The notice stated that for most job titles, a current job analysis had not been performed since 2003 and were possible 'out of date'. Qwest stated there intent was to assess and/or develop the proper test screens, update job briefs and aid in the process of recruitment. At the same this process was occurring, it had been agreed that the company would address the backlog of pending OJA'S requested by local unions and or agreed to in the grievance procedure, to complete those as well.

This "Phase 1" was completed mid-summer 2009 resulting in thirty-four wage and title upgrades, nineteen downgrades and twenty-four laterals.

The District received notice May 18, 2009 of the Occupational Job Analysis for the second phase of the project comprised of titles that Qwest defined as the "Mechanical, Mechanical Support, Sales and Service and Systems job families. The evaluation of these titles was completed in January 2010 resulting in two lateral moves and one downgrade. The job brief for both phases have been updated and are posted on the Qwest HR Express website.

The District received notice on August 20, 2010 of the 3<sup>rd</sup> phases of the Occupational Job Analysis for titles comprising Network Inside and Technical jobs. A total sixty-seven Qwest jobs title were evaluated during this project. The first step of data collection (including 218 on-site interviews) has been completed. Next step is the online questionnaire which is being used to survey a representative sample of the employees in these titles to validate the information collected in the first step. We expect to have the results for third and final phase by the end of March 2010. Once we have those, there will be a updated report at that time.

We are preparing for bargaining for MV-Transportation one of our bargaining in Redmond. There contract is up on July 1, 2010. Currently we are waiting to see if MV-Transportation renew the contract with Microsoft to began our preparation for bargaining. Craig will go more in detail in his report .

We have 4-new members on board now from Zoey Catering in North Seattle. The menu emphasis in Mediterranean Vegan and Vegetarian foods. This is a bargaining unit for CWA 7800 we asked that you patronized our own its great food and good prices.

The last Kiosk that our local had in Northgate closed on January 31,2010. Company wide closed about 36-kiosk thru out the district.

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