

Vice Presidents Report
January 2010

Submitted by Craig Dameron

Wow, it is 2010 already and we begin a new year. As I look back on 2009, I am amazed to realize how much really does not change. We continue to fight to maintain the progress that we have made over the years.

We finished 2009 with negotiations over Priority Personal Days, Overtime, and other office policies. While CWA Local 7800 does not agree to or sign off on office policy, we have historically had input into those policies.

We continued again this year to have difficulty in the same workgroups as we did last year. If you recall we were unable to come to agreement on LOA's (Letter of Agreement) in the Design Services Center (CCT's) and the Load Resource Allocation Center (LRAC). In both of these workgroups, the company was unwilling to continue with the previously agreed to LOA's and was demanding severe givebacks from the employees. Both workgroups wanted daily CAPS on the number of people that could take PPD on any given day, as well as hourly CAPS.

The intent of Priority Personal Days is for emergency usage by employees for unforeseen circumstances. By placing restrictions on the use of these days, the company is changing the intent and the meaning of the time.

CWA Local 7800 will not agree to any give backs on the usage of Priority Personal Days. As a result both of these workgroups will be operating under the contracted language:

PRIORITY PERSONAL DAYS (Short Notice Time Off at Employee's Discretion)

NOTE: See Letter of Agreement on Priority Personal Days

Section 11.28 Employees who are entitled to personal days shall be eligible to take two (2) personal days as priority personal days by notifying and/or requesting prior to the start of their tour.

Section 11.29 Personal days taken as priority personal days shall be taken during the calendar year earned.

Section 11.30 Local union and Company representatives shall set the parameters and establish implementation guidelines for priority personal days in each work group. If agreement on parameters or implementation guidelines cannot be reached, the Company and Union Bargaining Agents may assist with the resolution.

The local has also filed Board Charges with the National Labor Relations Board in regards to the company's unilateral change in office policies regarding entitlement time with in the Design Services Center.

In December we saw the ugly head of QJD pop out of hiding. The local will continue to fight any discipline administered by the company for QJD. We can only hope that these were isolated incidents and that QJD is not going to be the companies flavor for 2010.

We have also seen the second disciplinary meeting for a technician who did not believe that they were involved in a motor vehicle accident, so they did not report it to their supervisor. If you are accused by anybody of a motor vehicle accident, even if you do not believe that one took place, call your supervisor immediately so that it can be documented.

Respectfully submitted,

Craig Dameron
Vice President
CWA Local 7800