



# 'ANGUS BARKS'

By Jeff Francis  
AEG Executive Board

## *Management Doing Our Work*

In 1950, the Federal Government decided which work in the Riverworks belonged in our bargaining units. Our National Contract gives Local 201 exclusive rights to represent those workers doing bargaining unit work. Exempt managers who perform bargaining unit work violate both the GE-IUE National Agreement, and the National Labor Relations Act.

Starting in September, there's been an upsurge of grievances against Plant II and Plant I management doing our work. Ten such cases are currently in dispute. Here's some details:

**Repeat offenders-** Grievance #35651, #35657, #35667 resulted from Plant II cell leaders doing production follower work. At Step II the Company stated HR had reminded all area cell leaders on the assignment of work to proper classifications. One week later, the same cell leaders were moving parts again, generating grievance #35670 and #35668.

**See no evil-** When stewards asked for a written response, one repeat offender, a Plant II MQE, wrote "No contractual violation". Verbally, he said moving parts was an extension of his job. Other answers said "Management reminded of bargaining unit obligations". One cell leader said it was an unusual part that he moved, and he wanted to make sure it got to the right place.

**Fix ignored-** Ten production followers cover all three shifts in Plant II. They are readily available, and willing to do the work being grieved. In October, an Employment mix-up added an eleventh man to the group. The Union immediately suggested management absorb the addition, to head off a show-down on these grievances. HR responded that due to headcount restrictions, the new man would be released.

**Integrity lost-** Grievance #35624 resulted from a second shift Plant I cell leader performing rework on a disk by polishing out scratches that were called out by an inspector. This contract violation also raises quality and vouchering concerns. Cause codes were never assigned to the rework, and the labor performed was never vouchered. The Union believes this is not an isolated incident in Plant I, especially where cell leaders and engineers are handling dispositions at final inspection.

**Sloppy shipping-** Grievance #35658 resulted from a Plant II Production Manager packing and shipping a production part on a Sunday. Production followers had asked to work that day, and were told they weren't needed. This incident came to light when Bldg 63 Packers discovered the part was packed incorrectly.

**Quiet desperation-** Grievance #35669 resulted from the Plant II Quality Leader cleaning a GE90 dome in the Ultrasonic washer. Grievance # 35650 resulted from a Plant I Manufacturing Engineer running the controls of a milling machine. Unlike some cell leaders, neither of these individuals has the desire to provoke or disrespect the Union. We must conclude their risky behavior stems from extreme pressure exerted on them by their Plant Managers.

**Overpriced help-** Computer data requested by the Union at Step II proves that management in Plant I is doing 30%-50% of farm-in/farm-out transactions. This is the work of our production clerks. We have similar data from Plant IV. This is a plant-wide problem, where managers pad their jobs by performing our work.

The Union will process these grievances thru the proper procedure, and obtain strike numbers. When the time and place is right, the Executive Board will authorize strike action to protect our jobs and enforce the contract.

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