



'ANGUS BARKS'

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AEG Executive Board

Grievance Progress

Significant progress was made recently on the two longest standing grievances on the Aircraft Step II Agenda:

CASE 34939: GROUP - EDM OPERATORS

Effective June 2nd, R17 EDM operators who are responsible for running the new MJT machines in Bldg 40 will belong to a new EDM classification rated R19. This rate case was written 7 years ago by Steward Russ Wildman, when the Company shut down the Amchem EDM machines in Bldg 77J and relocated most of that EDM work to MJT machines in Bldg 40. The Union argued that the sophisticated controls and tooling on the large MJT's is significantly different than the old Amchem's, and the operators use greater skill, care and effort to keep the million-dollar machines running.

Like all rate cases, the Company was slow to recognize the Union's point of view. Several evaluations of job duties were conducted, with few results. Meanwhile on the shop floor, the new processes proved to be very reliable, very profitable, and very competitive. Some of the more experienced operators demonstrated troubleshooting skills worthy of a skilled payrate. As new drawing numbers were introduced, area management began to better appreciate the role our operators played in getting the new technology to run right.

When the Union referred grievance discussions back to Step I late last year, area management was ready to support the operator's demand for a payrate equivalent to other skilled machinists. In several meetings over several months, the details were hammered out:

Thirteen EDM operators in Bldg 40 & 77J are affected. Seven have enough experience to start at top rate of R19. Three will start at R18 and progress to R19 in six months. Three will start at R17 and progress to R19 in 9 months. This is automatic, standard progression. A training manual written by management will guide training for current operators and new arrivals. By March 1st of next year, all incumbents will reach the R19 rate. The new classification will include both old EDM machines and new MJT's. The operators will continue in two separate layoff groups, in the Large Combustor area and Small Combustor area.

These details were reviewed by the full Executive Board, and a Settlement Agreement is being drawn up with the Company to finally put a successful conclusion on this long-standing grievance.

CASE 35182: GROUP - SALARY CLERKS

Last month Plant I hired a Grade 11 Production Clerk to help address the long-standing problem of management performing bargaining unit clerk work. From 2003 thru 2007, exempt personnel performed 30%-50% of one kind of transaction that is work belonging to the bargaining unit, according to information provided in the grievance procedure.

The majority of these infractions occurred during the off-shift, so the new clerk will be assigned to off-shift hours. After proper training, and with the help of the dayshift clerks, the off-shift clerk will take away any excuse a Plant I cell-leader might use to continue doing union work. This step that management is taking in response to the Union's grievance, will not solve the whole problem, but it is a step in the right direction.

