

# 2009 Negotiation; Company Proposals

## (Union Comments are in Parenthesis)

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- 1.) **Clean up names, dates, etc...**
  - (such as PACE to USW, etc...)
- 2.) **Bidding Process**
  - a.) Unit Stability – improve unit Stability
  - b.) Bidding eligibility – maintenance bids to operations(The Company is looking at putting qualifications for mechanics to bid from maintenance to operations)
- 3.) **CDIP Credit Days – reduce**

(Company wants to reduce the number of days that employees can bank if employee does not miss any days due to illness)
- 4.) **Increase Probationary Period**

(Currently we have a 90 day probation period, the Company say it wants to increase to be able to watch employee longer.)
- 5.) **Shift Continuity within a turnaround / project, etc...**

(Consolidate mechanical temporary work schedule language and increase the number of days that constitutes a break in continuity that allows an employee to find someone to take his/her place on the shift.)
- 6.) **Bumping Process – limit impacts**

(Limit bumping rights to permanent operators to reduce turnover throughout plant.)
- 7.) **Operator Rotation – Reduce**

(Company wants to reduce the rotation of operators through units; to improve stability.)
- 8.) **Eliminate the benefits ‘Conoco me-to’ provision.**

(Company says this is old language that has NOT been used in a long time??)
- 9.) **5/4 Qualification:**
  - a.) ‘grace period’ after some departures.
  - b.) Exemptions for assignments already underway.
  - c.) Remove some assignments from discretionary par work.
- 10.) **Purchase Vacations – Remove**

(Company wants to eliminate purchase vacation)
- 11.) **Banked Vacation – adopt current Company policy**

(Current Company policy only allow for 2 weeks of banked vacation; but if currently an employee has more than 2 weeks he/she can maintain bank until it is less than 2 weeks then employee will be limited to only 2 weeks of bank vacation)
- 12.) **Funeral Leave – reduce certain relatives**

(The Company wants to remove aunts, uncles, nieces and nephews from funeral leave benefits.)

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- 13.) **Grievance and Arbitration Process**  
a.) Time limit to conduct a hearing  
b.) Deciding procedural issues  
c.) Arbitrator authority on fair employment practice regs  
d.) Close all pre-2009 grievances  
(Company wants to limit the process for settling grievances. The contract has very specific process that the Union must follow to have a right for an arbitration hearing. The Company wants to limit or make the process more restrictive to have an arbitration hearing.)
- 14.) **7<sup>th</sup> Days Required by Contract – Reduce**  
(The Company wants to change the ‘Order of Eligibility’ to limit 7<sup>th</sup> days.)
- 15.) **Banked Holidays – eliminate the pay banking**  
(The Company wants to eliminate pay part of banking holiday, but is NOT proposing to limit time off. It would be taken like PB with employee managing their pay for time off. Employees would receive the pay for holiday when they work the holiday.)
- 16.) **12 hour Shift – 8 hour pay calculations – Simplify pay processes**  
(Simplify process???)
- 17.) **Review side letter – eliminate those not applicable of desired**  
(Review and delete those that are not relevant, desirable???)
- 18.) **Refinery Lab Issues**  
(Discuss Lab issues that need attention; re-structure lab.)
- 19.) **Early bidding for some departures.**  
(The Company proposes to bid projected vacancies; such as announced retirements or long term illnesses.)
- 20.) **Moves from Craftworker 2<sup>nd</sup> to 1<sup>st</sup> within one year.**  
(Company proposes that they have the right to accelerate the time new maintenance employees serves as Craftworker 2<sup>nd</sup> class.)
- 21.) **Clarify Caro Provision.**  
(The Caro provision deals with call out of maintenance to work the night shift hours.)
- 22.) **Overtime meals**  
(The Company and Union have agreed to modify meal periods.)
- 23.) **5/4 Minimum training**
- 24.) **Move 16 hour option to last step in 8 hour overtime filling.**  
(Company proposes that the old 8 hour shift language order of eligibility be modified to move the 16 hour option to the last step.)