

Chapel Hill City Workers
UE Local 150
January 22, 2007

UE 150 Presentation to Town Council

Report on Meet and Confer (2005 - 2006):

The Meet and Confer process that we initiated in 2005 was a good process. It allowed us to meet and discuss problems and proposed solutions with members of Town management and department management present.

There were some issues that we were unable to resolve at the table and some issues that management refused to give us a concrete answer on. As things got more difficult around certain issues, management seemed to pull away from the table.

Meetings took place every two (2) weeks or twice a month. In 2006 we expected to convene at least 6 to 7 more meetings between January and March. But despite several requests to meet, the meetings were never convened.

Understaffing has been an ongoing problem that management acknowledged during the course of the meet and confer. This was a source of a lot of the problems, including anger and low morale in the Transportation Department from 2004 - 2006. It is still a problem today.

Issues we made progress on:

1. Attendance Policy
2. Runs not paying 40 hours were cut from 32 to 16 and further progress was expected but management stopped meeting with us. However, as of January 8, 2007, the number runs working less than 8 hours have been increased again. Run Cut policy is not being applied.
3. Run switches had been re-established but have now been stopped again.
4. A cleaning company was hired to clean and maintain the busses. However, their work has not been efficient of late.
5. A system was established to repair and upgrade Radios.
6. Increase in uniform allowance and re-ordering of uniforms was instituted.

7. Busses being gassed up and warmed up or with air conditioning was improved but has been inconsistent.
8. Allowed access to "Sanitation Meeting Room" for meetings during the week.

Issues Still Needing Work or Policy Decisions or Changes from the Town Council:

1. Re-establish "Meet and Confer" (open to all departments) who coordinate with the union.
2. Right of our Union Representatives to meet with workers and members in non-work areas during non-work times such as the break room and the parking lot. Management is refusing the right of our union reps to meet with workers during the week on town premises, unless there is a meeting scheduled for the Sanitation Meeting Room. This is unfair and inconvenient for our members. We have been holding such meetings or making contacts in the break room and parking lot since 2004 with no problems until management interfered.
3. Changes needed in the current grievance procedure and grievance policies.
 - a. Recognition of Union Stewards by management
 - b. Employees have right to choose a union steward to be present during disciplinary meetings - including and especially the pre-disciplinary meeting that may lead to suspensions or dismissal.
 - c. Union representatives present at Step 3 of the grievance procedure
4. Posting union literature on bulletin boards in every town department.
5. Presentation on the union at new hire orientation by union members in all departments.
6. Timely responses to information requests from town administrators

Chapel Hill City Workers
Proposals for Improvement of working conditions
May 18,2005

List of Issues in Department of Transportation:

1. Pay Progression, pay scale, and Cost of Living (COLA) Adjustments
 - New hires making as much or close to those with years of seniority
 - No workers in department have reached top pay grade, even those with 20 years of service or more
 - No annual "cost of living" adjustments
2. 40 Hour Work Week/Run Schedule
 - Our analysis shows that transit workers are losing a minimum of \$14,000 in pay annually due to the lack of a guaranteed 40 hour work week
 - 29 workers or about 25 percent of the drivers are impacted
 - Over-time pay is directly impacted
 - Run schedule unfair
3. Attendance Policy
 - Number of active drivers too low due to unfilled positions
 - Stand-by Drivers List/Extra Board too small or not used enough
 - No Run Switches
 - Workers can not actually take "sick days" as guaranteed in the Town's personnel policies without generating "occurrences" and "miss outs" and/or "doctors notes"
 - No specified personal days to take care of business without using a sick day or vacation day
 - Policy is now being discussed with transit management
4. Split Time Policy
 - Workers have 3 –5 hour split time forcing them to work 14 hour days in transit
 - With the split time as it currently exists, many workers have the 14 hour day without even making a full 8 hours of pay for that day
 - Problem impacts attendance, stress, income, job satisfaction
5. Bus Maintenance, Safety, and Cleanliness
 - Lack of working radios and other equipment
 - Number of buses on deadline or without inspection stickers
 - Buses not ready to go (gassed up, etc.) for a.m. shifts
 - No regular cleaning service for buses
 - No "on-duty" supervisor for late shift runs
6. Uniforms
 - Once per year ordering of uniforms (was 2 times per year)
 - Unreasonable wait time to get new uniforms

Focus:

All Non-supervisory, non-salaried, hourly wage workers in the Town of Chapel Hill

Suggested First Step Solution:

1. Establish a series of periodic meetings between city workers elected by their peers who are members of UE Local 150, their chosen representatives and town management in and outside of departments to identify, discuss, and resolve problems and issues that impact city employees
2. The series of periodic meetings will start immediately in May 2005 with a goal to resolving key issues as mentioned above by July 1, 2005 (or no later than September 1, 2005). These series of periodic meetings will thereafter be opened each January to be completed no later than July 1 of each year. Next meeting schedule will begin January of 2006.
3. Each series of meetings will end with a written summary of understanding that both city workers and the Town of Chapel Hill will honor until the next series of period meetings begin and end the following year.
4. We are asking the Town Council to enact this process, calling for it to commence annually as stated above. Monthly or periodic report backs to the Town Council would be required from all those involved in the process.