

# UNION MEETING, 12/21/2016

## Minutes

Afternoon meeting called to order at 1305. Evening meeting called to order at 1705.  
Pizza and pop served at both meetings.

1. Blaine Agriculture work group would like to propose an AWS. Discussion, and proposals will be presented. Michael Hicks will present the schedules he has been working on. A vote will likely be taken.

*A productive discussion was held regarding the topic of AWS in general, and various proposed AWS options for the Blaine Agriculture Flex Unit. Michael Hicks presented 4 options he had prepared. Eventually, a vote was held to determine which version to present to management to begin the bargaining process. Option #1 was selected, which is a schedule of 5 days on, 3 days off, 5 days on, 3 days off, with a 6-day weekend every 5 weeks. It was also agreed to propose a mid-year implementation, and not wait until the next year's BRP process.*

2. Should we do a "live bid" for next year's Leave Draw? A vote will likely be taken.

*Albright discussed the amazingly successful "live bid" that was held for the FY2017 Bid and Rotation process. Everyone was in agreement that it was a success, and that it was a great improvement. The question was posed, should we do a live bid for the Leave Draw as well? It was unanimously decided to pursue a live bid for the Leave Draw, for all ports.*

3. Assignments, and reassignments, within the Flex work group. How should they be handled? A vote will likely be taken. Should they be assigned by seniority, or rotated?

*Some members had approached the union about having reassignments within the Flex work unit be based more on seniority, instead of the current "fairness wheel" currently used by scheduling. After a spirited debate, a vote was taken to transition to a seniority based model regarding reassignments within the Flex work group. The proposal was defeated. Reassignments within the Flex Work Group will continue to be by a fairness wheel operated by Scheduling.*

*Other members suggested moving beyond just having the Peace Arch and the Pac Hwy as the preferred starting places for those assigned to the Flex team. It was explained by Albright that the union currently had no way to push that, and management would oppose it, as Pt. Roberts, Nexus, and Cargo are filled on an as-needed basis, whereas officers are always needed at the Arch and the Pac Hwy.*

4. Proposed changes to the chapter bylaws, regarding elections, Executive Board composition and function, etc. A vote will likely be taken.

*Albright passed out copies of the proposed changes, to be voted on at the next union meeting. Other than clerical corrections, the most significant proposed changes would be to add a 5<sup>th</sup> member to the Chapter Executive Board so as to eliminate ties, to demand that a candidate for election declare his candidacy at least 25 days in front of the election, and to change the remuneration model for union officials who use their POVs. Also, a proposal to establish a more formal mechanism for members to bring issues to the Executive Board for consideration.*

5. Open forum.

- A. A member suggested that Scheduling post the forecasted schedule in advance, before OT starts to be assigned, so employees will be able to tailor their volunteer status. Albright will discuss with management. Management/Scheduling already does something similar in numerous small ports.*
- B. Global Settlement was discussed, with Albright pointing out that CBP had already turned the money over to the accounting firm, and that employees are currently eligible to use their 16 hours of comp time.*
- C. Input of Agriculture Enforcement Results.  
It was discussed how there is confusion on who should be inputting Agriculture enforcement results into the computer. This is a problematic topic, given that the inputting of enforcement results is entitling some employees to JAC Share Awards. The general consensus of the group is that everyone needs to be trained to do it themselves, and this will address the favoritism that is currently going on. Albright and the union will approach management with the issue.*
- D. A member commented that TECSMOD does not work very well, and asked that the union bring that topic to management so they can address it.*

Afternoon meeting adjourned at 1416

Evening meeting adjourned at 1832

Chapter President