

Union Meeting Notes. 8/3/2015

Meeting location was Ferndale Super 8 Hotel

Meeting chaired by Chapter President Albright

Pizza and pop was distributed.

Called to order at 1710.

Rayme Chapin was the note taker.

1. Sumas AWS

Discussion was held about the plans to propose a comprehensive AWS for Sumas. Albright and Chapin explained how, since management will not commit to firm numbers, that the union did a 3 pay period comparison, with actual staffing numbers as employed by CBP, to demonstrate how AWS would save money. Discussion focused on the difference between pilot program and permanent program, and the benefits and drawback to each. Consensus opinion was that if CBP will agree to implement for FY2016 Bid, then a pilot program will be agreeable; but if CBP drags out the negotiation, then we will push for a permanent agreement from the beginning. The employees in Sumas have been canvassed, and there are no objections to a comprehensive AWS.

A vote was called for. Preliminary vote was to restrict the voting to Sumas personnel. No objections. Main vote was whether to make the proposal a pilot program, or a permanent proposal. Vote for Pilot if management agrees to implement for the FY2016 Bid, but seek a permanent AWS if management stalls: 3 for, 0 against. The motion carried.

2. Blaine AWS

Much more complicated. CBP will not provide firm staffing numbers. Mostly because of management's long response time to respond to previous proposals, the union in Blaine has not had the time to do the type of side by side analysis that was performed in Sumas. It will be the next order of business

AWS in Cargo. In the past, the union (through a vote of the members) had not been in favor of AWS in Cargo, except for mids. Management refuses to do a Mids AWS. A vote was called to pursue AWS in Cargo, for all shifts For : 45 Against: 2

Next discussion was on which version of AWS to accept. NTEU has made a proposal for 30 lines of AWS, but none for Cargo (given the previous votes of the chapter). CBP had countered with

20, later increased to 22, with a heavy apportionment to the Flex unit, but including AWS for some Cargo slots in one of their proposed versions (but not for mids). A call for a vote was made to vote on which version of AWS to accept, or referencing the new change in direction regarding acceptance for AWS in Cargo non-mids, to keep negotiating for more slots.

Votes to accept management's version with AWS in Cargo 0600-1600: 14

Votes to oppose management's version and keep negotiating for more slots: 26

The union will continue the negotiation process.

A related discussion was held to possibly separate a proposal for AWS on mids from the proposal for non-mids, so as to not delay the process, given how CBP is so opposed to AWS on mids.

Votes to separate: 36

Votes not to separate: 0

3. President Albright read from the management proposal for Bid and Rotation work units for the upcoming Bid and Rotation process. Management wants to insert language into the announcements for multiple work units allowing personnel so assigned to be relocated in cases of "workload lacking." NTEU will oppose this language, as it is an open door to reassignments.
4. CBPAS Koester made request that CBP provide translation cards for common phrases used in secondary.
5. The new policy of escorting certain cars to secondary was discussed. Consensus was that this is dangerous, and a safety grievance will be filed if CBP does not modify the policy.

(Hasebrock has asked for a meeting with the AAPD to discuss this and the reconfiguration of the vehicle barriers at the Pacific Highway. If talks are not productive, then a grievance will likely be filed)

Motion to adjourn. None opposed. Meeting adjourned at 1845.