

December 2020

All P&T Unit Members,

I hope this letter finds you and your families safe and healthy. I want to provide an update of grievances and negotiations as well as updates to overall issues that have impacted the Unit during this year due to the temporary cessation of membership and unit meetings during this time of the pandemic.

**P&T Unit VP and Grievance Committee Activities:**

1. P&T Unit VP continued to provide representational support and updates to Unit Stewards and Unit members during March through June COVID leave at the site. Activities included weekly teleconferences with plant upper management; assisting in resolving member issues and concerns; providing representational activities as well physically on site for active investigations involving Unit members.
2. The P&T Unit VP returned officially to regular work on June 15, 2020, during Phase 1 operation with the various Stewards returning at different intervals and phases.
3. IH Contract Negotiations resumed upon return to work in Phase 1 with actual contract ratification occurring on August 27, 2020. The Unit welcomed (14) new IH Respirator Facility Technicians and IH Technicians into the IH group.
4. P&T Unit Grievance Committee resumed meetings upon return to Phase 2 operations. All grievances pending a review prior to the COVID leave to determine path forward or closure were reviewed and processed accordingly along with any new grievance filed upon return to work in Phase 1 operations. All grievance timelines have been held in abeyance due to the pandemic.
5. Grievance hearings resumed upon P&T Unit VP return to work in Phase 1. Grievance hearings have been conducted mainly via teleconference for the safety of all involved.
6. The P&T Unit VP, the Unit Stewards, USW Benefits representative and USW office staff coordinated a reminder campaign for the various Benefit program requirements such as the Wellness and Open Enrollment for Benefits in 2021. This occurred throughout 2020 including during COVID leave.
7. The Buyer group voted in a new Steward, Randy Bickett and the RCT group voted to add a third Steward, Ben Thompson, to assist with issues, concerns and grievance processing.

**New Hires to the Unit in CY-2020 as of December 7, 2020:**

1. Buyers added (3) new hires to their group bringing total to (10).
2. IH added (4) new hires to this group with (3) being added since their contract ratification in August 2020 bringing total to (17) including the IH Associates.
3. NDA added (5) new hires to the group bringing the total to (42).
4. RCTs added (4) new hires to the group bringing the total to (78).
5. Planners added (1) new hire to the group bringing the total to (29).
6. Total P&T Unit members as of December 7, 2020 is (176).



**Local 1-689**

*John D. Knauff, President  
Larry Thomas, Vice President*

**Grievance and Arbitration Status as of December 7, 2020:**

1. The Union and Company approved monetary settlement on grievance written for unjust termination of an RCT. Grievance award to member on October 15, 2020.
2. P&T has a total of (10) grievances in the various stages of the arbitration process:
  - A. July 4, 2018, Mandated Shutdown Grievances – Additional days needed for arbitration scheduled for February 4-5, 2021. Union presented their case in January 2020; now Company will present.
  - B. (3) RCT work scope grievances awaiting arbitration. One has an arbitrator selected and awaiting scheduling in CY-2021. The other (2) are awaiting a selection of an arbitrator. (1) Work Control Planner work scope grievance awaiting arbitration scheduling in CY-2021 as Arbitrator has been selected.
  - C. NDA 3-day Unpaid Suspension grievance scheduled for arbitration in March 2021. NDA Termination grievance awaiting FMCS (Arbitrator) panel selection and scheduling of arbitration.
  - D. RCT Mission Critical designation grievance has been appealed to arbitration with FMCS (Arbitrator) panel requested and awaiting scheduling of arbitration.
  - E. RCT medical accommodation grievance has been appealed to arbitration with FMCS (Arbitrator) panel requested and awaiting scheduling of arbitration. However, aggrieved employee(s) continue to be evaluated for return to work.
  - F. RCT 4-day unpaid suspension and associated lost time grievance has been appealed to arbitration. Awaiting P&T Grievance Committee final review for further processing.
  - G. X-326 Contracted RCT concerns and issues - A grievance was filed on non-bargaining unit employees performing FBP RCT bargaining unit work in the X-326 due to members concerns for such and possible work scope issues. Through the grievance process, documentation was provided to the Union verifying the non-bargaining unit employees are in fact augmented/subcontracted RCTs thus the contractual language under Article XV, Miscellaneous, Section 6, Subcontracting Work, is applicable to this group.

Please do not hesitate to contact me or any of the Unit Stewards if you ever have any questions, issues or concerns.

I hope you and your families have a very Merry Christmas and a safe and Happy New Year!

In Solidarity,

***Creshanna Williams***  
***P&T Unit VP***