

Appendix A Negotiations

USW Mask Fit Tech. 067/MSA

June 12, 2013 9:00 AM @ HAMTC

Minutes taken by Fred Rumsey

Attendee's:

Fred Rumsey HAMTC

Dave Roberts USW

Mildred Willingham USW

Laurie Ann Robinson MSA

David Orcutt MSA

Ben Corder MSA

Stan Scott MSA

DR We gave you something last time. We made a few concessions. I believe on number 4 a request to work 4X10's but that is addressed in the CBA so doesn't need to be in here. The big issues left are under number 11. If you have a response, that would be great.

Laurie Ann passed the Company's response.

DR We need a caucus to go over this.

Union left room at 9:20 AM

Union returned at 9:30 AM

DR We looked at your proposal and we have a question on number 8, what does stand alone mean?

LR The only change was adding the dash. Grammar change only.

DR Ok just checking. On number 10 we would be willing to counter with a 25 cent increase at the start, 50 cent, 75 cents, and then one dollar at 18 months. We think that is fair. There are only 2 or 3 people affected by this. This is on top of the GWI in the CBA.

BC So we are in general agreement on everything else?

DR Yes. We have made concessions and you guys have added responsibilities.

BC When we first started this group they got a 19% increase. Fluor didn't check on the rest of the industry then and were extremely generous. These people are generously compensated and we think what they are getting is more than fair.

DR They haven't had an increase in almost 3 years so I don't think what we are asking for is out of line. It is an important position and a lot of responsibilities and think it is fair compensation. It's not a huge cost to you.

BC Last night in negotiations a comment was made about "What's wrong with being the highest paid within the DOE Community?" That becomes a problem when you start competing with the other sites. And that's where we are at now. We are losing work and the people in DC are bitching at us about our wage rates. That when being the top is detrimental. They are shutting us down and I don't like it one iota. Hell, I negotiated the pension plan. We are the leaders of the pack and it's put us in this situation. We need to turn this around. The building trades went 5 years without a raise to get more competitive. I would like to see us get more work.

DR This wage scale is just above the janitors and they have a lot more responsibilities. They keep the employer out of trouble. Have you done any comparisons to the other sites? Our research shows these people are underpaid. You have a valued resource here and just want fair compensation. It's only a handful of people and won't be a huge cost to you.

BC We hear you but the answer is no.

DR So this is your last, best and final?

BC Yes. You mentioned janitors, when we negotiated the COLA years ago, we screwed up. HAMTC got a 4% raise but the janitors got a 34% raise. So we have to be careful of that.

DR We need another caucus.

Company left the room at 9:50 AM

Company returned at 9:55 AM

DR We understand this is your last best and final. We respectfully agree to disagree and understand where we go from here.

Meeting over at 9:56 AM