

## **ISSUES FOR GE GRIEVANCE**

### **Article 1. UNION RECOGNITION**

1. Bargaining Unit Recognition
2. Failure to Bargain (Also Article 13)
3. Foreman Doing Bargaining Unit Work

### **Article 2. UNION SECURITY**

### **Article 3. WORKING CONDITIONS**

1. Safety/Accidents
2. Safety/Health Hazards
3. Safety/Medical Services
4. Safety/Parking
5. Loss Damage/Theft Personal Property
6. River Works Safety Understanding

### **Article 4. DISCRIMINATION AND COERCION**

1. Discrimination/Harassment for Union Activity
2. Discrimination/Harassment for Race/National Origin
3. Discrimination/Harassment for Sex
4. Discrimination/Harassment for "Other" Reasons
5. Coercion

### **Article 5. WORKING HOURS: STRAIGHT TIME-OVERTIME**

1. Change of Shift Payment
2. Early Reporting and Call-In Payment
3. Report In Time Payment
4. Dispensary Time Payment
5. Continuous Operations
6. Night Shift Differential
7. Division of Overtime
8. Short-Timing
9. Work Week
10. Work Day

### **Article 6. WAGE RATES**

1. Local Negotiations
2. Job Classifications/Rates
3. Piecework Prices
4. Time Study
5. Step Rates/Progression Schedules
6. Lead Hand/Group Leaders

### **Article 7. HOLIDAYS**

1. Eligibility
2. Premium Time

### **Article 8. CONTINUITY OF SERVICE – SERVICE CREDITS**

1. Loss of Continuity/Service Credits
2. Discipline/Failure to Keep Company Notified During Absence
3. Administrative Termination (12/18 Month Rule)
4. 5 Year Recall Rights
5. Service Restoration

### **Article 9. VACATIONS**

1. Eligibility
2. Scheduling/Use of
3. Computation of
4. Scheduling/Shutdowns

### **Article 10. TRANSFERS**

1. One Week's Notice
2. Local Shift Preference Agreement
3. Pay Rates Following Transfer

### **Article 11. REDUCTION OR INCREASE IN FORCES**

1. Layoff & Transfer Supplement Violations
  - a. Improper Lack of Work
  - b. Improper Bump
  - c. Improper Placement
  - d. Improper/Delayed Recalls
  - e. Physical Limitation Moves

- f. **Temporary L.O.W.'s, Assignments, Openings, etc. and Temporary Assignment Guidelines**
- 2. Return to Bargaining Unit
- 3. Week's Notice
- 4. Return to Exact Job (12/18 Month Rule)

**Article 12. UNION AND LOCAL REPRESENTATIVES AND STEWARDS**

- 1. Union Official Leave of Absence
- 2. Stewards' Grievance Time
- 3. Board/Officers' Time
- 4. Representation Rights
- 5. OSHA Inspection Payment

**Article 13. GRIEVANCE PROCEDURE**

- 1. Unfair or Failure to Bargain
- 2. Discipline Time Notice on Warning Notices
- 3. Violation of Previous Grievance Settlement

**Article 14. STRIKES AND LOCKOUTS**

- 1. "Illegal" Strikes/Job Actions
- 2. "Legal" Strikes/Job Actions
- 3. No Lock Out Violations
- 4. No Transfer of Disputed Job

**Article 15. ARBITRATION ("Discipline" – Just Cause)**

- 1. Discharge
  - a. Absenteeism
  - b. Abuse of Company Time
  - c. Punch/off property on clock
  - d. Sleeping
  - e. Sleeping Away
  - f. Safety Violations
  - g. Intoxicants
  - h. Drugs
  - i. Firearms
  - j. Fighting/Assault

- k. Damaging Property
- l. Threats
- m. Strike Misconduct
- n. Security
- o. Theft
- p. Falsification of Records
- q. Gambling
- r. Improper Conduct
- s. Deviation From Planned Procedure
- t. Disloyalty
- u. Faulty Workmanship
- v. Insubordination
- w. Probationary Period Discipline Cases
- x. Tardiness
- y. Vile and Abusive

- 2. Suspensions – ("A" thru "Y")
- 3. Warning Notices – ("A" thru "Y")
- 4. Contact Reports
- 5. Letters of Concern
- 6. Inability/Removal from Job
- 7. Arbitrability
- 8. Expedited Arbitration
- 9. Blue Letter

**Article 16. POSTING**

**Article 17. NOTIFICATION AND PUBLICITY**

**Article 18. FINANCIAL SUPPORT**

**Article 19. INFORMATION**

**Article 20. TRAVELING TIME AND EXPENSES**

**Article 21. LOCAL UNDERSTANDINGS**

- 1. Layoff and Transfer Supplement
- 2. Upgrading and Job Posting Supplement

**Article 22. JOB AND INCOME SECURITY**

1. Plant Closing
2. Denial of Article 22 Benefits (Rate Guarantee, Bonuses, Special Placement, etc.)
3. Income Extension Aid
4. Notice/Bargaining – Transfer of Ongoing Production Work
5. Notice/Bargaining – Transfer of Non-Production Work
6. Notice/Bargaining – Subcontracting Trades Work 21-Day Notice
7. Notice/Automated Machines

**Article 23. MILITARY PAY DIFFERENTIAL**

**Article 24. RETRAINING PROGRAM**

**Article 25. JURY DUTY**

**Article 26. ABSENCE FOR DEATH IN FAMILY**

**Article 27. SICK AND PERSONAL PAY**

**Article 28. UPGRADING AND JOB POSTING**

**(Local Supplement – Upgrading & Job Posting)**

1. Job Posting Violations
2. Bypassed for Upgrade
  - a. Involving Assembly/Test Jobs Involving Machinist Jobs
  - b. Involving Craft/LPS Jobs
  - c. Involving Salaried Jobs
  - d. Involving all "Other" jobs
3. Not Released in Time

**Article 29. RESPONSIBILITY OF THE PARTIES**

**Article 30. ISSUES OF GENERAL APPLICATION**

1. Wage Agreement Violations

2. Insurance Agreement Violations
3. Pension Agreement Violations
4. Other National Agreement Violations

**Article 31. DURATION OF AGREEMENT**

**Article 32. MODIFICATION AND TERMINATION**

**Article 33. NOTICES**

**Article 40. (Special #)**

1. Violation of Federal Law
  - a. Wages - #820 Payments
  - b. Family & Medical Leave Act/Small Necessities
  - c. Other
2. Violation of State Law
  - a. Wages - #820 Payments
  - b. Others
3. Violations of Past Practice
4. Violations of Local Negotiation/Agreements
  - a. Gear Plant Bay 5 Multi-Skill Agreement
  - b. Bldg. 64 Cells Multi-Skill Agreement
  - c. Bldg. 63 Flight Support Center Multi-Skill Agreement
  - d. Bldg. 42 DEE Multi-Skill Agreement
  - e. Bldg. 42 Cal Lab Agreement
  - f. Bldg. 32 Chem Lab Agreement
  - g. Delaying Agreements
  - h. 1986 Strike Settlement Agreements
  - i. Absence Review Negotiations
  - j. Shift Preference Agreement
  - k. LPDD Agreement
  - l. Piecework Negotiations (Agreement)