

CPCCo Proposal #3 to USW COUNTER 6/22/23

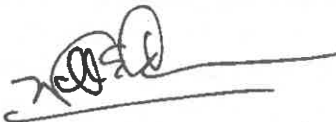
7/11/23

TA

Local 12-369/HAMTC:

CPCCo:

DATE: 7/12/23


William Collins - USW

CHEMICAL TECHNOLOGISTS, SENIORITY GROUP 060, LOCAL 12-369

JOB DEFINITION

CHEMICAL TECHNOLOGISTS

Perform routine analytical analysis on a variety of samples and material by chemical, physical, instrumental and radiochemical methods, using a variety of analytical instrumentation and equipment (to include but not limited to Alpha Energy Analysis (AEA), Gamma Energy Analysis (GEA), Non Destructive Analysis (NDA), Gas Chromatography (GC), Gas Chromatography/Mass Spectrometry (GCMS), Ion Chromatography (IC), Inductive Coupled Plasma (ICP), ICP plus Mass Spectrometry (ICPMS) and x-ray and the reporting of generated lab data. Perform assignments of diverse, specialized and complex nature requiring the full knowledge of the analytical laboratory techniques and procedures. May direct the activities of others, and give on-the-job training to less experienced personnel.

NOTE: Job Definition modifications have been made to the job description to reflect updated technology. It is agreed that non-bargaining personnel (e.g. chemist, etc.) retain the right to use equipment in the development and modification of methods, procedures, protocols and for the ability to diagnose, check, verify lab results and data.

UNDERSTANDINGS:

1. There will be one overtime group for Chemical Technologists company wide.
2. The Supervisory Work Group (SWG) for Seniority Group 060 will be company-wide with the understanding that management may modify as business needs dictate.
3. Hiring Rates
 - An individual with little or no experience or training shall be assigned the first step rate of the Chemical Technologist progression schedule.

- An individual may be hired as a Chemical Technologist at the ~~six (6) month, twelve (12) month, eighteen (18) month, or twenty-four (24) month~~ **any step in the rate progression table** in accordance with his/her **relative** previous experience and/or training and education **as determined by management**.
- An individual who is fully experienced and qualified to perform the full scope of duties of the Chemical Technologist class **as determined by management**, shall be hired at the ~~forty-two (42)~~ **sixty (60)** month rate.
- Issues related to hire in rates for new employees must be raised within the first six (6) months of employment. Jointly **Labor Relations** and the union will resolve the problem or document the issue using the grievance process.

Probationary Period and Training

Chemical Technologists will have a MAXIMUM ~~twelve (12)~~ **nine (9)** month **probationary** period of training and evaluation. **If the newly hired Chemical Technologist is not satisfactorily meeting the training requirements, the Employee will be administratively terminated.** ~~During this period, progression in classification is automatic for the first twelve (12) month period but progression beyond the twelve (12) month level is subject to demonstration of satisfactory performance. (This program does not apply to employees hired before July 1, 1974).~~

4. Working Leads Selections Process

- When the management of the laboratory has identified a position within the laboratory where a working lead is to be established, the responsible manager will develop a list of criteria that reflects the attributes and responsibilities of the position. A notice describing the position and requirements shall be sent electronically to the (060) stewards.
- Any Chemical Technologist (060) in the same Supervisory Work Group may apply for the Working Lead position.
- The responsible manager shall work with the board to develop a set of questions to be asked ~~by~~ **of** all vying candidates for the opening. The questions shall explore the knowledge of the individual on specific job knowledge, procedures and their compliance, job safety, and leadership.
- A board of three (3) persons shall consist of one individual selected by the bargaining unit, one selected by laboratory management and one selected by Labor Relations. This board will be convened and will interview each candidate and offer a rating of the candidates. The ratings will be provided to the responsible manager for his/her final selection.
- If a Chemical Technologist with a Lead Assignment transfers to another position, the Lead Assignment position will not be transferred with him/her and becomes an open position.

5. Shift Rotation Procedure

Shift Rotation Process – There are two different conditions for assignment to shift work or dayshift. They are as follows:

A. Management Realigning the Existing Workforce

1. Realigning Workforce from Dayshift to Shift (no addition to staff) – When realigning the existing workforce and moving employees from dayshift to shift work, the following will be used to staff the shift work:
 - Ask for volunteers from dayshift within the overtime group
 - If no volunteers, the most junior dayshift employee within the overtime group will be assigned to shift.
2. Realigning Workforce from Shift Work to Dayshift (no addition to staff) – When realigning the existing workforce and moving employees from shift work to dayshift, the following will be used to staff the dayshift:
 - Ask for volunteers, within the overtime group working shift
 - If no volunteers, the most junior shift employee within the overtime group will be assigned to dayshift.

B. Employee Initiated Request

Shift to Days Rotation

- Each laboratory having shifts will designate day shift positions within the overtime group into which a shift worker may rotate based on his/her maximum time on shift.
- The rotation to dayshift will be initiated by a request for rotation, in writing, by the individuals who have at least twelve months on shift.
- Workers on days will have a minimum of twelve (12) months on days before they are eligible to be rotated (an individual may waive the twelve [12] month requirement if they so desire). If more than one worker meets the requirement for rotation, volunteers will be solicited, if none the low seniority will determine.

