

Hensel, Donna L

Subject: Loader Operating During Night Shift Snow Removal Operations

From: McGoldrick, Sean M

Sent: Thursday, August 20, 2009 10:16 AM

To: Pearce, Patrick V; Arndt, Robert J; Cofield, Michael E; Foreman, Karen L; Harty, Jerry E

Cc: Corcoran, Paul J; McCue, Jason R; Straka, Richard J; Snaza, DeeAnn M; Cowan, David P; Grieger, Richard R; Kirby, Lisa L

Subject: Loader Operating During Night Shift Snow Removal Operations

During Tuesday's Monthly Facilities Meet and Confer, I indicated that we would research AFSCME's position that an MMA employee (Rick Grieger) should not drive a loader during the night shift snow removal operations. By way of background there are two loaders that need to be driven and we only have one qualified AFSCME loader operator (Jerry Wright) on the evening shift; Rick is the only other qualified person to drive a loader. Paul and I reviewed both contracts and cannot find any reference in either contract so I've asked AFSCME if they could provide a contract reference (i.e., paragraph and page #) if they are aware of one.

Setting aside the MMA loader driver issue, as I indicated during Tuesday's meeting, it is not my preference to have Rick drive a loader on a regular basis, rather, it is for the most part a "method of last resort". We have about 24 GMWs on duty during the late shift and typically we might expect about 15% absenteeism on any given night. When we take an additional five out of that workforce for snow removal, we may have 15-16 GMWs to perform the work of 24 people. It takes quite a bit of supervision to effectively prioritize work and move staff around the campus to get work accomplished when there is only about 67% manning so both Rick and Lisa are needed to help manage this problem. Additionally, it would be helpful if the two supervisors were pitching in to help clean facilities during the 7-10 nights when manpower is down because of snow removal operations. We also need Rick to help "supervise" the snow removal operation and once he's in a loader, he's hopefully concentrating on the task at hand and is probably doing more "snow-pushing" than "supervising".

I met with Paul and we are proposing to use the volunteer "loader operator" list. At the end of a day shift at 4:30 PM, Paul & Tom will determine if there is sufficient risk of snowfall later in the evening such that we may need to place a volunteer "on-call" to potentially run a loader during upcoming the 10:30 PM to 7 AM shift. In instances where Jerry Wright has put in for vacation, or alternatively he calls in sick in sufficient time, we'll notify a second "on-call" volunteer from the loader operator list and place two volunteers "on-call". Once a volunteer is notified they are on-call, they will be paid the "on-call" rate consistent with the contract. This approach has the added benefit of ensuring we have qualified operators as these are exceptionally expensive pieces of equipment and they are being driven in snowy conditions at night around lots of parked vehicles.

Later in the evening when the night shift starts, Rick Grieger would make the phone call if/when he determines the loaders need to be manned; Jerry Wright will operate one loader and the on-call volunteer will operate the 2nd. I would envision Rick in a loader only during the unlikely scenarios of "on-call" individuals(s) failing to show or perhaps Jerry got sick right before his shift and we couldn't get another volunteer, or one/both of the loader operators got sick during their shift.

This approach will allow Rick and Lisa to get their reduced GMW staff off and cleaning immediately when the shift starts, then he can divert some of his attention on how/when to start snow removal

operations, and he can still get out in a truck and tour the campus a couple of times during hand reprioritize what/where/when we need snow removed throughout the entire . I'm envisioning he's spending 70% of his time on building services and 30% on snow removal with hopefully no time required behind the wheel of a loader.

Let me know if you have some input on how to improve this proposal.

Regards, Sean