



DEPARTMENT OF THE NAVY

PUGET SOUND NAVAL SHIPYARD  
AND INTERMEDIATE MAINTENANCE FACILITY  
1400 FARRAGUT AVENUE STOP 2090  
BREMERTON WASHINGTON 98314-2090

IN REPLY REFER TO:

12711  
Ser 1114.11/1376  
23 Jul 2020

MEMORANDUM

From: Production Manager, Code 900B  
To: Jarred Hoskinson, Bremerton Metal Trades Council, Chief Steward  
Subj: COUNCIL GRIEVANCE 1284-E DECISION

Ref: (a) PSNS&IMF 12270/3 Form of 12 Feb 2020  
(b) E-Mail of 24 Feb 2020 at 1430 from Mr. Jarred Hoskinson  
(c) First Level Supervisor (1LS) Activity: Develop Standard and Expectations  
(d) The Agreement between Puget Sound Naval Shipyard and Intermediate Maintenance Facility and the Bremerton Metal Trades Council of 23 Apr 2010, Change 2 Effective 30 Dec 2015

1. Reference (a), received on 12 February 2020, alleged that management violated Articles 2, 5, 38, and Labor Laws, when the Shop and individual managers, through their 'Standards and Expectations' acknowledgement forms, have implemented considerable policies, without Union notification or bargaining.

2. Reference (b), received on 24 February 2020, clarified that an employee came to you and showed you his first line supervisor's Standards and Expectations that contained more than de minimus changes to working conditions that were not Union notified, negotiated, or bargained. Furthermore, you stated that you received this document from the employee on 24 January 2020, and filed the grievance within the 15 day timeframe. You explained that the Standards and Expectations had requirements such as: not being able to eat during certain times, requiring having personal protective equipment on, to do tasks outside of working hours, not granting time to wash up prior to lunch and/or end of shift, and requiring leave chits to be submitted at least a week in advance, etc. During subsequent discussions with Ms. Annalisa Harris, Human Resources Specialist, you stated you had seen other Standards and Expectations forms from supervisors on various crews you had been on, so you knew it was a widespread issue.

3. In accordance with reference (a) you requested the following remedy:

a. All Shop and crew 'Standards and Expectations' acknowledgement forms containing un-bargained employee requirements be rescinded entirely;

b. Any future 'Standards and Expectations' acknowledgement forms are to be submitted to their respective Chief Steward for review-for the assessment of negotiated and/or bargaining procedures.

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4. In response to the concerns you expressed:

I met with the Trade Superintendents, requested that each of them go back to their shops, and locate all Standards and Expectations that are not in accordance with any standing bargaining agreements, instructions, law, rule or regulation. Additionally, I requested that each of them develop a plan for how Standards and Expectations will be implemented in the future to ensure they are aligned with all standing bargaining agreements, instructions, law, rule or regulation. These actions are complete. Furthermore, the Standards & Expectations exercise in 1LS was changed to reflect reference (c) to ensure new supervisors were receiving the same information.

5. Based on my review of all the circumstances surrounding this issue, I found that there were some Standards and Expectations Acknowledgement forms containing un-bargained employee requirements. At this time, that has been remedied by abolishing them. Currently, there are no Standards and Expectations in the shops that violate any current standing bargaining agreements, instructions, law, rule or regulation. In the future, if there are Standards and Expectations that are created that require Union Notification in accordance with reference (d), notification will be provided and an opportunity to bargain.



B. J. MCDERMOTT

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