

Local 351 February Meeting
February 11, 2020

Meeting called to order: 3:45

Roll Call: Present Brandon Wade, Allen Tickle, & Butch Arnett. Randy Inlow was absent on leave. Johnnie Walls working.

Reading of last minutes: Motion to approve minutes as read made by Billy and second by Cluade.
Minutes approved.

Chairman's Report: Work has slowed down but is staying steady with what it has been the last month. No areas are working overtime at this time. Discussed the new IUOE website and that our minutes will be able to be seen there. Hope this will give members away to see what was discussed at meetings if they are unable to attend meeting. May be helpful for second shift members, as we don't seem to have an interest from them in attending monthly meetings. Hopefully maybe this will get some more members to meetings if they see what all is discussed during meetings. The Union has addressed the problem the Company has been having with our pay checks. We had members tell us that HR was telling our members that it was a Union dues problem. I addressed this with Terri Joslen (HR manager). I told her that the Union has nothing to do with the collection of our member's dues, other than receiving the payment from the Company and it is usually late. She then told me that she didn't tell anyone that it was the Union's fault and that she wasn't sure what payroll's problem was. She said that it was mainly members that they had a problem with and that she thought that maybe it was an issue with people connect. She stated that they had just had a blackout period to add another country and that maybe that was the problem. I just got an email before the meeting about this week's pay and it looks like they maybe getting close to having it figured out. Please let us know if there are more problems. I will check on it again the Monday of the next pay period. We would like to again take the time to stress the importance of having representation when you are being questioned by the Company. This can help prevent problems for us later down the road if you need to grieve anything. The Company is still maintaining the stance that they will terminate for a positive Marijuana test, even if you have a medical card. We still don't agree with the Company's stance on this, but at this time we still have no real answer as to what we can do if you get fired for this. We at this time have to tell you that if you decide to use this for medical reasons you will have to do so at your own risk. There is still uncertainty on the legality of the state law and SLB policy. Questions have been raised with the language of the policy stating if you legally obtain the medication and then there is the question on self reporting. The other issue would be the state language with the passing of the Unity Bill. This allows the Company the right to not allow it in a safety sensitive position. We are going to question what the Company labels as this in the plant. Must jobs at SLB Bartlesville would be labeled this way. So we are far from having a clear answer on this subject. With this being said, we would like to discuss the self reporting part of the SLB policy. All employees with SLB are to self report any medication that they take that has a safety warning on it's label. The proper way to do this is to report this to your supervisor and / or HR before reporting to work. You don't tell the Company what you are taking, as that is not any of their business. They will then get you with a third party MRO. They will contact you and discuss with you what medication you are taking and decide with you and your doctor if you can work in a safety sensitive position with that medication. You will need to tell the third party MRO what you are taking. What I have been told before is that they usually will agree if you don't take the medication within eight hours of the start of your shift then you can work in a safety sensitive position.

The Company has discussed with the committee their desire to create new tardiness policy and a new badging in and out policy. We briefly discussed this and we told them that we would need to see something in writing on what they want. After we see that we will discuss it. If we can come to an

agreement on anything then it will be brought to the body to vote on. The Union has been told that Earl has already went out and stated their policy as if it was in effect. Please let the membership know that this isn't the case. We haven't agreed to anything with the Company yet and that we have language in the contract to cover these things. If there are any problems please get with your steward or committee person. The Company, especially Earl, has been watching and writing employees up for leaving your work area early. The Union can't do anything about this, as you are expected to work up until break and quitting times. We will discuss this with the Company at next meeting. Next meeting with the Company is set for February 25, 2020. Our next Local 351 General Meeting and E – Board Meeting is set for March 11, 2020 in Borger, Texas. Our next Monthly Meet here is March 10, 2020.

New Business: Local 351 was sad to hear of the news that the person found in Tucson Arizona was our Mark Brashear. Our thoughts and prayers are with his family.

Old Business: None

Good & welfare: Randy Inlow & Brandon Wade

Motion to adjourn: Made by Billy and seconded by Claude

Meeting ended at 4:32pm.