

Standards for Skill Assessments as Ratified by the Trade Skills Committee of IUE-CWA Local 82162

WHEREAS: Evidence provided to the Trade Skills Committee has shown that Skill Assessments as currently performed by the company are inconsistent between applicants and possibly discriminatory, and

WHEREAS: The local union constituted as IUE-CWA Local 82162 holds legal authority to enforce the provisions of the Labor Agreement between Elbit Systems of America - Night Vision Plant and IUE, the Industrial Division of the Communications Workers of America AFL-CIO and Local 82162, and

WHEREAS: Articles 6 and 14 of the Labor Agreement apply to the situations laid out in the evidence provided to the Trade Skills Committee, and

WHEREAS: Since the introduction of Skill Assessments by the company, the union has not yet crafted adequate methods by which to enforce the Labor Agreement in the cases of Skill Assessments, and

WHEREAS: It is in keeping with the spirit of the Labor Agreement, and of the mission of the union writ large, that all members of the bargaining unit be subjected to equal and fair conditions by the company,

RESOLVED: The Trade Skills Committee, constituted by the bylaws of Local 82162, and granted the authority to do so by the Executive Committee of Local 82162, shall ratify and enforce the following set of standards, to be applied to all Skill Assessments performed by the company.

Article I

Standards of Testing

1. Tests must be objective measurements of skill and/or knowledge, and also must be able to be compared with one another.
2. No part of any Skill Assessment shall be up to the subjective assessment of a given supervisor or other agent of the company.
3. Testers must not be spoken to while taking the test.
4. Testers must be given at least 5 work days of notice of the date and time they will be tested.
5. Tests shall not be given either in the latter half of a bidder's shift, or after they have completed a day's shift.
6. If a skill assessment is required for acceptance into a job, then that skill assessment must be comprehensive enough to satisfy the clause of Article 14 of the Labor Agreement, "Present ability to perform the work required." Therefore, if a skill assessment is given, that can be the only criteria used to determine the acceptance of a bidder, besides Seniority.
7. All job bidders who apply for a job with a skill assessment must be given a skill assessment, and that skill assessment must be the same as those given to those bidding on the same job.
8. The skill assessments should generally pertain to the duties performed for the job bid on.
9. Requirements, certifications, education, or other experiential aspects should be standardized for each job bid.

Article II

Auditing of Skill Assessments

1. The Trade Skills Committee is hereby granted the authority to audit all skill assessments.
2. This power includes the questions asked on the assessments, as well as the answers to those questions.
3. This power is granted proactively to all skill assessments, and the Trade Skills Committee will be able to audit the tests before they are given
4. In the process of any audit, the Company must provide the test as a whole, including any supplemental materials (equation sheets etc.), any tests completed by job bidders and their grades, and any previously graded tests of the same question composition.
5. The Company must furnish the Trade Skills Committee with a list of all job bidders who apply to any job bid as they bid.

Article III

Enforcement of Standards

1. If the company is found in violation of these standards, a grievance will be written, in accordance with Article 15 of the Labor Agreement, as a breach of these standards amounts to a breach of the Labor Agreement, with the grievants being all those who took the skill assessment for that position.
2. The Trade Skills Committee will allow petitions from the membership to investigate any breach of these standards by the company.