



Town Hall March 11, 2021

Agenda:

If you have suggestions to make your workplace better, or issues you would like for us to address, please fill out the suggestion sheet provided. We will read these at the end.

Accessible Resources for Employees

Hot Topics

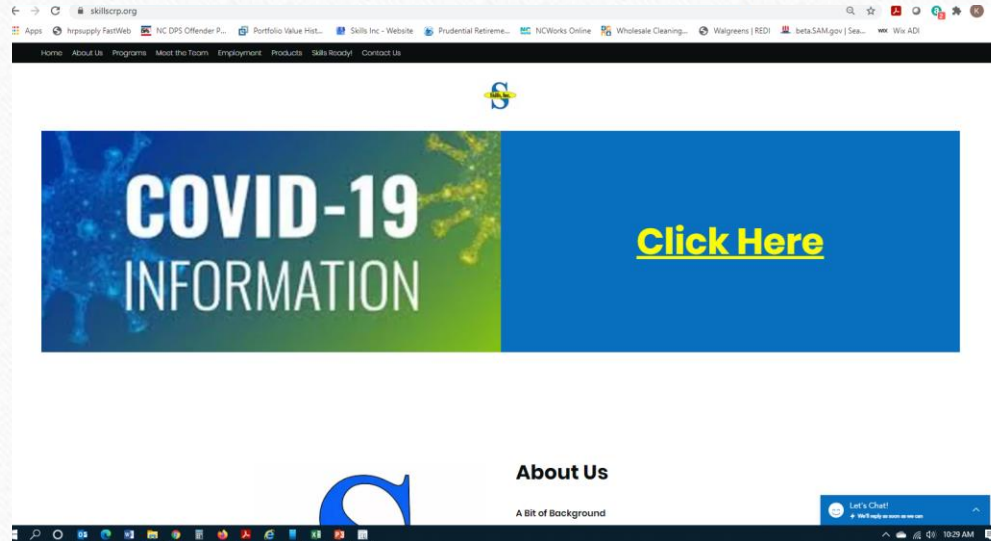
New Initiatives

Friendly Reminders

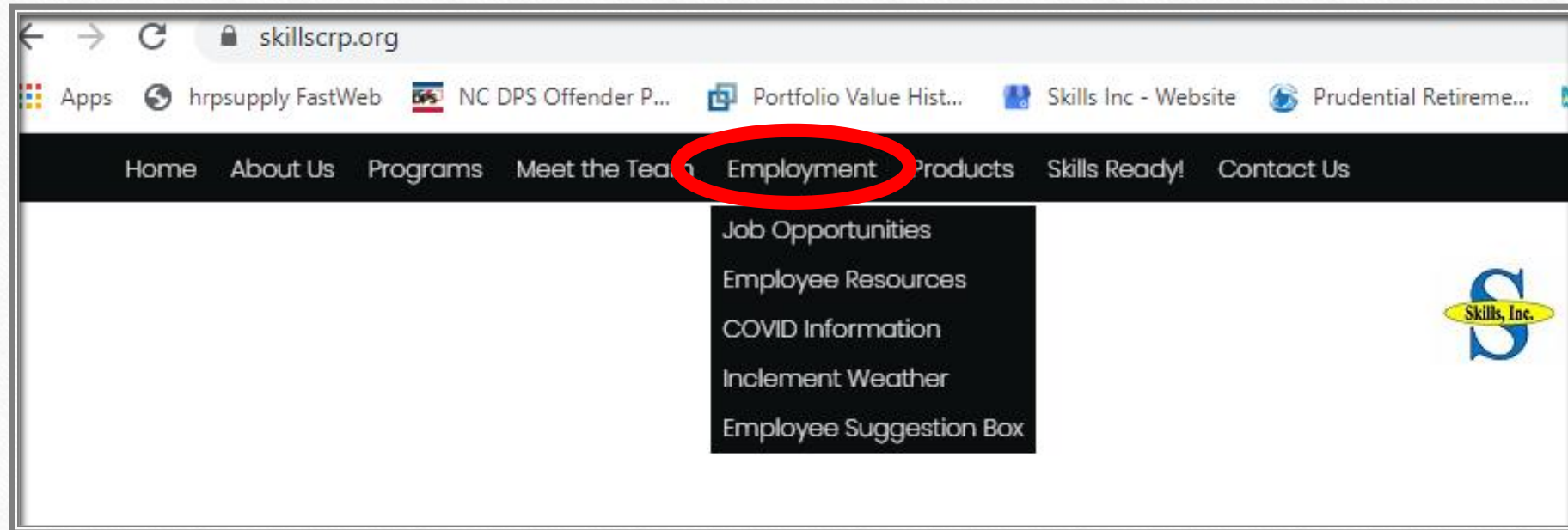
Awards

Q&A Open Forum

Resources:



- This is our Company website. skillscrp.org
- It has many resources for you as employees.
- We hope to expand it's capabilities in the future.



The “Employment” section has all of your employment related information

HOT TOPICS

Concerns that I have heard over the past several weeks:

- Contract wages have not gone up in many years
- Some aren't happy with how things are going at work and don't know how or are scared to speak up.
- Some are scared by COVID-19 and what they are hearing on the news.
- There is too much work and not enough employees on the contract.
- We don't have enough equipment to do our jobs.

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Wage Determination

7.1 “The pay rate is determined by the contracted amount for each position; not to be below minimum wage. Employees performing the same duties shall incur the same rate. Salary increases will be determined upon contract status and/or change in minimum wage requirements. Salary increases will be determined upon contract status and/or change in minimum wage requirements.”

US DOL Wage Determination is posted in the Skills, Inc. Offices on Base.

We all agree you have not had a wage increase in many years and would like to see you receive one. We have and will continue to advocate for USDOL to re-examine the current wage.

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12.0 GRIEVANCE PROCEDURE

12.1 INFORMAL RESOLUTION: A grievance is any cause for dissatisfaction outside an employee's control which grows out of employment with the CRP. The supervisor shall make every effort to solve the problem or correct the misunderstanding at the initial level. If informal discussion with the immediate supervisor is unsuccessful in resolving grievance, the employee may discuss the issue with the next higher level of supervision. If such discussion does not finally settle the matter, the employee may then informally appeal to the Executive Director. If this discussion does not satisfactorily settle the matter, the employee may then file a written complaint with the Personnel Committee within 30 days of the incident.

<https://www.skillsgrp.org/employeeresources>

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COVID-19

Skills, Inc. follows the CDC guidelines and recommendations of NCDHHS and ARHS to the fullest extent possible while maintaining the contractual obligations of the Government Contract.

i.e. While the CDC might recommended working from home if possible, the nature of our jobs won't allow us to do this.

Always wear your PPE and **please** get vaccinated.

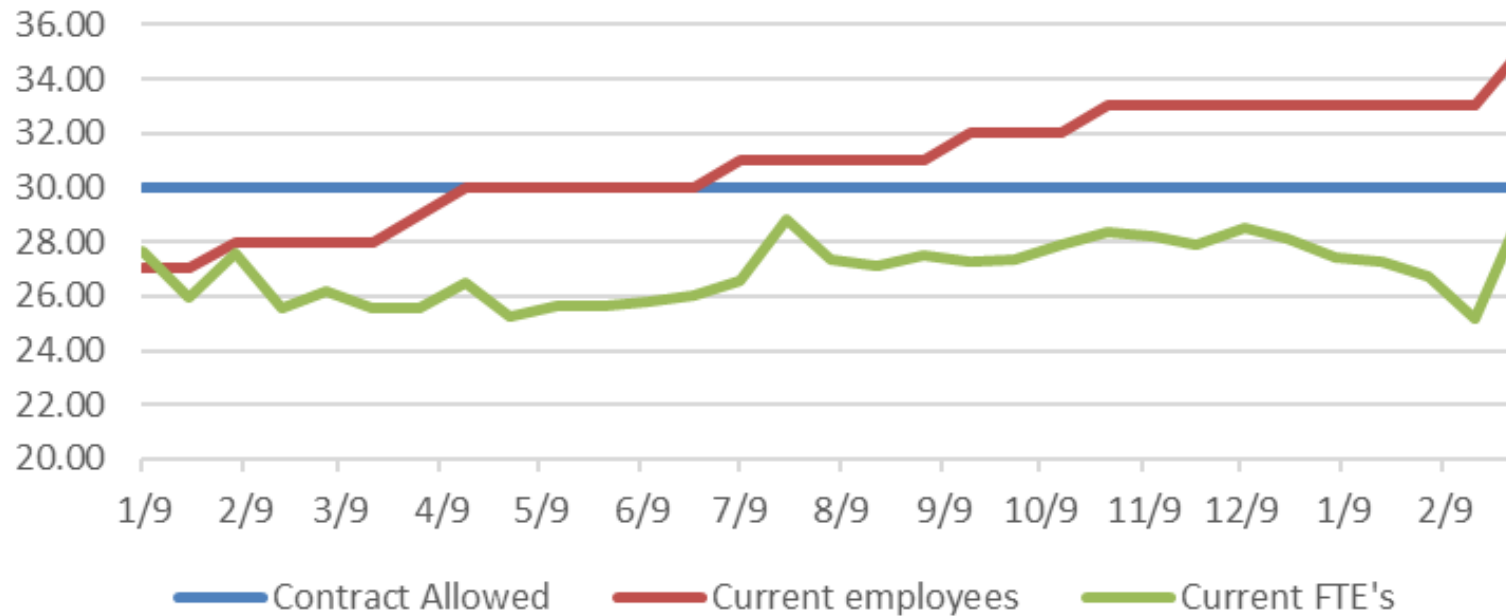
Skills COVID-19 page.

HOT TOPICS

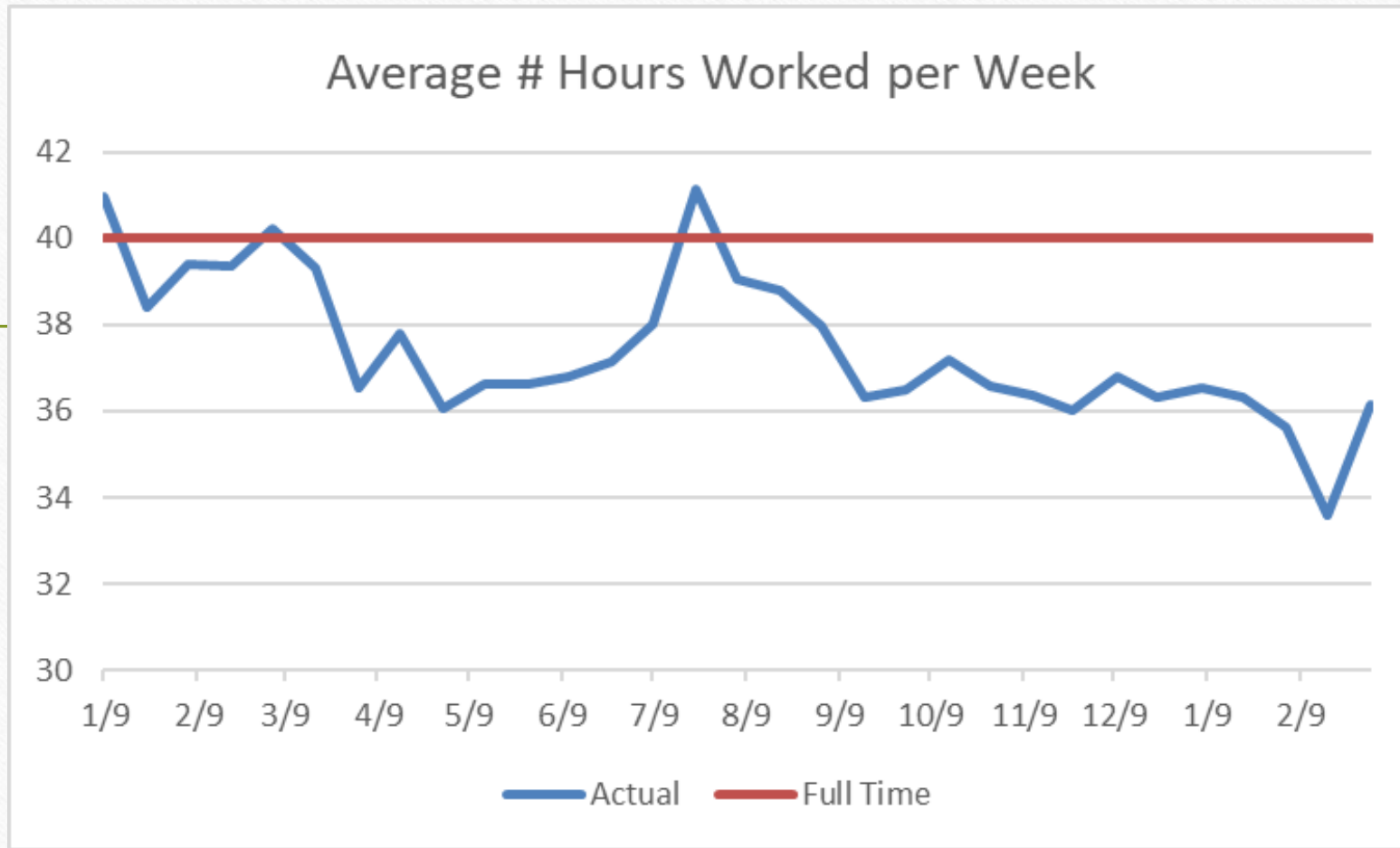
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2020-2021 USCG Contract Number of Employees VS Number of Hours worked



We have more employees than ever, but are not getting more work done.



Root cause is Absenteeism.

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New Initiatives:

- Equipment is Important – we can't do our jobs without it!
 - Equipment inventory
 - Equipment maintenance program.
- Suggestion Boxes
 - 2 physical locations near our time clocks and will be checked weekly.
 - Virtual Suggestion Box
 - Allow for anonymous/non-confrontational feedback.

Friendly Reminders:

- Please follow all Base Policies. We are guests while we are on-base.
 - Do not be on base unless you are scheduled to work
 - TV watching/Cell Phones are prohibited
 - Mask Mandates are still in effect
 - Inclement Weather Policies/Procedures

Awards:

Employee of the month

December

January

February



Questions:

Who is Skills, Inc.?

What are we here to accomplish?

How can we do it Better?

What do you (as employees and stakeholders) want us
(management) to understand?

Give us your feedback, we are listening.

Input received from March 11, 2021 Town hall with all USCG contract employees.

The following is a listing of all comments/concerns received from employees at the meeting.

- Cleaning solutions are getting little solution and filling the rest with water...we need more solution than water, we ain't killing no germs that way.
- Using mop heads every day not changing them till next week (very unsanitary)
- Can we have a plan in place so if we are at work when a tornado hits there can be somewhere to go to safe.
- If we can have a locker room for Skills employees stuff
- Flash lights stored in all buildings

Continued...

- Options to choice on health insurance.
- Better pay
- 401k
- New mop heads.
- We need better health care
- Moral should be better
- They [should] increase pay.
- Work in teams of 2
- Should have a 30-minute lunch.
- Too many doors are unlocked when you are working by yourself

Continued...

- Building 79, not enough lighting at the doorway
- Door prizes
- Sick leave should roll over.
- If we have to come in early for [inclement weather] and the base is empty or getting there, it would be great if we could come in, just do the basics; pull trash/restrooms, then leave instead of staying until time to leave.
- If an accusation has been falsely made against [an employee] and after investigations turn out to be false and they were made out of spite or maliciousness, something should and needs to be done to the accuser.

We would like to thank everyone for their valuable input during the town hall. We appreciate your honesty, candor, and your willingness to engage with us in a professional, respectful and dignified manner in order to help us all make Skills, Inc. the best possible place to work. Please allow us some time to research these matters and we will address them with everyone as soon as we possibly can.

