

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

November 2nd, 2017 Teleconference.

Meeting called to order : By President Kelly at 4:20 pm.

Rollcall: 4:29 pm

Present: President Kelly, Vice President Rodriguez, Financial Secretary Zimmerman, Recording Secretary Motiff, Business Manager Maierle, Treasurer Pipia, District Directors: Danowski, Anderson, Larson Weber, Satterburg, and Voskuil.

Excused:

Guests: Business Agent Tetzlaff, Business Agent Matzinger

President Kelly led a moment of silence in remembrance of all those that have served and gone before us.

Corrections to last month's minutes: None

Motion made, seconded, carried to accept the minutes from the October Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Zimmerman

- Financial Secretary Zimmerman reported the membership activity for the month of October.

Started for the month	1636
Initiated during the month	14
Withdrawn during the Month	12
Reinstate for the month	1
Total number members in good standing	1640

Motion made, seconded, carried to Initiate Tyler Nehls WPS, John Bednarski WPS, Thomas Peplinski WPS, Melchor Cruz AMB, Victor Patino GBT, Penny Braun WPS, Trina Richardson MPS, Benjamin Baptist MPS, Annga Brown MPS, Isaac McGinty MPS, Arnell Spruell MPS, Anthony Ensley MPS, Jacqueline Fayne MPS, Leonel Novahernandez MPS.

Motion made, seconded, carried to Withdraw Gerald Streng MPS, Curt Gross PAC, Steven Hill WPS, William Johnson WPS, Michael Paulson WPS, Jeffrey Pelischek WPS, Phyllis Seubert WPS, David Harm WPS, William Kalinoski WPS, Eric Berg WPS, Tim Marquardt WPS, Robert Patterson VEO.

Motion made, seconded, carried to Reinstate Keith Bloss MPS.

Financials:

Treasurer Pipia

- Treasurer Pipia reported the financial activity for the month of October.

Motion made, seconded, carried to accept the Treasurer's Report for the month of October as written and to pay all bills.

- Treasurer Pipia reported the status of the recent transfer of funds to the Baird account.

Organizing Report:

Organizer Weber

- The new High School classes are in full swing with 3 schools participating at the Oak Creek Training facility.
- Organizer Weber reported the first refrigeration class went well and a new class will start in December.
- Work continues on the Milwaukee Public Schools annual certification.

Political Report:

Staff Representative Hinds – No report

Business Managers report:

Business Manager Maierle

- Business Manager Maierle reported the WE labor agreement was ratified 151-104.
- WPS stewards have been appointed and notified. WE steward appointments are in process. Advisory balloting was used as needed with both bargaining units.
- Business Manager Maierle reported Local 420 Staff is revising steward training content and will schedule the training over the next few months. The Local will conduct new steward training, chief steward training and all steward training. The cost will be significant for these training sessions. A plan is in place to roll out steward training to be conducted at district meetings on a regular basis.
- The first refrigeration class was held with very positive feedback.
- Four Local 420 member instructors were sent to IUOE train the trainer class.

- Business Manager Maierle met with WE leaders and the Boys & Girls Club. There will be a follow up with Mark, WEC President Kevin Fletcher and MPS superintendent Driver.
- Business Manager Maierle met with WE senior leadership and other union leaders. Mark expressed the Locals concerns with staffing at both WPS and WE. Mark told management that many members think the company commitment to safety is lip service due to staffing shortages and excess overtime.
- Greg Hinds has agreed to replace Mark on the board of the Northeast Wisconsin LMC.
- Business Manager Maierle gave a big thanks for the nice job being done by the new district directors. Chris Satterburg in the Western District has been holding two meetings per month to reach out across this large territory.

Business Agents Representational Reports:

Business Agent Matzinger

Calumet:

- Business Agent Matzinger attended the new employer benefits presentation with Husky as well as a Stewards/BA meeting.
- The sale of the Superior refinery should close the week of November 6th.
- Business Agent Matzinger reported there will be Eight (8) new hires the week of November 6th.

WE Energies:

- Business Agent Matzinger reported the Ratification of a New WE Labor Agreement.
- Annual Open Enrollment for health related benefits is November 6th thru 17th. Booklets are scheduled to be delivered to homes by Nov 4th.
- Business Agent Matzinger reported the Steward Appointment Process is ongoing.

Business Agent Tetzlaff

WPS Bargaining Unit:

- Business Agent Tetzlaff reported the process of notifying all Stewards selections is under way. New stewards will take effect after training, which is tentatively November 15th.
- The process of sending out locations of all security cameras to the stewards for their information will be completed soon.

WPS Energy Supply (PG):

- Weston
 - The Local is waiting to hear a response from the company on welding inspection.
- Pulliam
 - Business Agent Tetzlaff reported a meeting was held with Pulliam leadership about Article X and contracting of work. The company wants a sunset or shutdown agreement. Local 420 wants to see the company hire regular full time employees. Len Rentmeester wants to discuss options the week of November 6th.
- Fox
 - Fox will be adding 3 ACO positions (this doesn't change head count). There were issues of not having a qualified board operator.
- Hydros and Combustion Turbines
 - Business Agent Tetzlaff reported he is working through a situation with Merrill hydro operator and their classification and some temporary transfer pay that should be resolved.

WPS Energy Delivery(CSO):

- Business Agent Tetzlaff reported the Utility Service Clerk wage review is on going. The steward and individuals working on this are doing a great job.
- There is progress with contracting and staffing with meetings taking place with the company. There have been discussions on a pilot program that would put the contracting grievances in abeyance until either side deems the program is not working. The company on October 6th sent out another 18 2 b letter that should have been a 18 2 d letter with union approval to contract out the Locals work. Local 420 is in the process of pulling grievances 2017-0002 and 2016-00016 out of abeyance. Local 420 has also filed a grievance on the October 6th letter. It seemed as though progress was being made in getting minimum staffing numbers however Business Agent Tetzlaff has indicated we are not going to continue down this path.
- Business Agent Tetzlaff reported the company has continued to violate the contract and Local 420 is moving forward with arbitration on grievance 2017-0002.
- A meeting with the company and our committee on major projects was held. Information was shared and the company shared a list of items they thought would help moving forward. Unit Chair Hietpas emailed the stewards with an update.
- Business Agent Tetzlaff reported receiving the on call schedule for next year and he has questions on the new schedule that will be brought to the Chiefs meeting in December.

Grievances:

- 2012-0083 – Material Delivery Scheduling. In process of scheduling 3rd step (in abeyance until 2016-0016 is resolved)
- 2016-0006 – Pulliam Janitor Grievance - Reviewing response from company.
- 2016-0007 – Paper Plates & Cutlery and Past Practice – Possible resolution.
- 2014-0010 – In Abeyance – Local 420 accepts company response.

- 2016-0016 – Material Delivery 3rd step – Abeyance until further notice.
- 2016-0017 – Contracting of Work - Placed in abeyance until 2017-0002 is resolved.
- 2016-0018 - Contracting of Work – Placed in abeyance until 2017-0002 is resolved.
- 2017-0002 – Moving to arbitration in process of picking arbitrator.
- 2017-0007 – Discipline – Needs E-board approval to go to Arbitration.

Business Agent Tetzlaff requested Executive Board approval to bring Grievance 2017-0007 to arbitration.

Motion made, seconded, carried to bring Grievance 2017-0007 to arbitration.

- 2017-0008 – Discipline – Moving to second step.
- 2017-0009 – Discipline- Moving to second step.
- 2017-0010 – Contracting- Moving directly to second step.
- 2017-0011 - Contracting- Moving directly to second step.

Utility Workers Coalition:

- A December meeting is set and Business Agent Tetzlaff will be getting notes out.

Dominion:

- The bargaining unit passed a one-year extension.

IT update:

- Kelly group is now maintaining our Twitter and Facebook pages. New website is up and running. Please check it out.

Safety:

- Business Agent Tetzlaff will be meeting with Jake Janis and Brian Dobberke to discuss blue hat and staffing on Monday November 6th in Wausau.

Training Trust:

- The trust is developing new curriculum and offering more opportunity for individuals to gain qualifications.

Old Business:

- The Executive Board discussed Part Time Flaggers monthly dues. These dues will be waived due to a lack of qualifying hours.

New Business:

- Financial Secretary Zimmerman reported on security concerns for information stored in the archived membership database. Financial Secretary Zimmerman and Staff will move forward with encrypting the information in the database.
- President Kelly presented information on new Workers Compensation and FMLA process handling requirements being used by WE.
- The Executive Board read thank you letters from Honor Flight Northland, IUOE Charity Fund, Marathon County Labor Council, Milwaukee Area Labor Council, and Never Forgotten Honor Flight.
- The Executive Board discussed Labor History Society Membership.

Motion made, seconded, carried to renew membership to Labor History Society at a cost of \$100.00.

- The Executive Board reviewed an endorsement request for Wisconsin Supreme Court from Tim Burns a labor friendly Candidate.
- The Executive Board discussed and set agenda items for the December 4th and 5th E-Board meeting.
- 2018 Calendar Preview.
- The Executive Board discussed meeting dates and final revision of Policy and By Law Review for the December E-Board.
- Business Manager Maierle reported a new Milwaukee chapter of NAPE has formed. He also attended the National Chapter meeting held October 28th. Work is being done to include a NAPW certificate for completion of Local 420 training.
- The Executive Board discussed attendance for the 2018 General Convention which is held every 5 years. A motion for delegate will be made at the February General Membership meeting.
- The Executive Board discussed payment options for the 2018 legal retainer.
- The Executive Board discussed mid-December Internal Audit and new Auditor training.
- The Executive Board discussed the Trustee Vacancy. President Kelly will have a recommendation for the December E-Board.

Pipeline: The next issue of the Pipeline coming soon.

Good and Welfare: Brandon Purdy was reported out on extended illness.

Calendar:

- The next Executive Board meeting will be held December 4th and 5th in Oak Creek.
- Holiday Open House- Friday December 8th in Oak Creek.
- Wild Game Feed-Thursday December 7th in Merrill.
- The next General Membership meeting will be held February in Green Bay.
- See the Local 420 website, newsletter and work site postings for upcoming District meetings and events.

Meeting adjourned by President Kelly at 6:32 pm.

Fraternally submitted by the Executive Board

A handwritten signature in black ink, appearing to read 'S Motiff', with a stylized flourish at the end.

Steven Motiff - IUOE Local 420 Recording Secretary

CONFIDENTIALITY NOTICE: This message contains information, which may be legally confidential and/or privileged and may not be reproduced without written confirmation from the sender. The information is intended solely for Local 420 Members and access by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution, or use of the contents of this information is prohibited and may be unlawful. If you have received this in error, please reply immediately to the sender that you have received the message in error, and destroy it. Thank you.