

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

December 4th&5th, 2017 Oak Creek

Meeting called to order : By President Kelly at 9:00 am Monday December 4th, 2017.

Rollcall: 9:00 am

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, Business Agent Kartes, Staff Representative Hinds

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 November Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Zimmerman

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

Started for the month	1640
Initiated during the month	8
Withdrawn during the Month	6
Reinstate for the month	3
Total number members in good standing	1645

Motion made, seconded, carried to Initiate Aaron Hauser PFI, Steven Chavers WPS, Anthony Perkins ABM, Daniel Steffes MAC, Courtney Libal WPS, Paul Rowling WPS, James Walker WPS, Darrin Wurz WPS.

Motion made, seconded, carried to Withdraw Paul Buser WE, Stacie Proper WPS, Candice Vieaux WPS, Richard Hagen WE, Steven Lovelace WE, William Koepke WE.

Motion made, seconded, carried to Reinstate Nicholas St Onge PFI, Ronald Young MPS, Steven Stefanovic MPS.

Treasurers Report:

Treasurer Pipia

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

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

- Treasurer Pipia and Staff presented information and answered questions on interpreting and utilizing the information included in the monthly financial report.

Organizing Report:

Organizer Weber

- Organizer Weber reported the 2nd refrigeration class has started.
- Three High Schools are now participating in our introductory classes.
- Work continues with BOSS integrating our 32 hour Power Engineering class into their training curriculum.
- Organizer Weber reported MPS has recertified their members.
- WPS is inquiring about utilizing Local 420 Refrigeration Training for their Building Maintenance staff

Political Report:

Staff Representative Hinds

- Staff Representative Hinds reported to the Executive Board current labor friendly candidates seeking election in the upcoming election cycle.
- Work is being initiated to start a membership PAC drive. The PAC forms will be available in the Members Only section of the Local 420 Website.

Business Managers report:

Business Manager Maierle

- Business Manager Maierle reported work is ongoing with other 420 leaders on the P4 closing issue. Meetings are being scheduled with the company to negotiate an agreement.
- Steward appointments are complete. Chief steward training was held for PG. New steward training for WPS was held. New steward training for WE will be held later this week.
- The policy committee completed the draft Policy Manual Update for E-board consideration.

- The training trust is now meeting monthly. Mike Weber has been a great asset to the trust and there are numerous community groups wanting to get involved. They are all impressed with our success. Work is in progress developing plans for training within WPS and for boiler classes in Wausau.
- Business Manager Maierle reported meeting with The Marcus Center and they are interested in joining the Training Trust.
- Business Manager Maierle reported he has been asked to assist the IUOE with developing a usage plan for the new national training center being built in Houston, TX. On November 20 he participated in a planning meeting in Washington DC.
- Wisconsin Firefighter Union President Mahlon Mitchell is running for Wisconsin Governor and the IUOE is supporting his campaign.
- Business Manager Maierle announced Business Agent Earl Matzinger has left his full time Business Agent position and returned to the WE workforce on December 1. He will continue to serve the Union as a part time Business Agent and help transition his duties to other 420 leaders. Business Manager Maierle stated he is grateful for the excellent service to the membership Business Agent Matzinger provided in his full time capacity since Local 420 was formed in 2012.

Business Agents Representational Reports:

Business Agent Matzinger

We Energies:

- Steam Services labor relations issues are escalating. GPS tracking devices are being used to track activities.
- Business Agent Matzinger reported on Operator/Maintenance - Maintenance/Operator postings.
- The All Chiefs Meeting went well with topics including company FML training, Drug Testing policy to include synthetic drugs, Chief Steward training, and open discussion.
- Business Agent Matzinger provided an update on the P4 closing. A committee is being formed to facilitate the process for members.
- A non-precedent setting dispatch of P4 mechanics to OCPP Maintenance is planned for 12/30/17 to 3/3/18.

Husky:

- Business Agent Matzinger reported an issue with the benefit level of the 401k Plan. The plan is below the level of the Ohio plan.

ABM:

- Business Agent Matzinger reported the CBA at Chase has been opened and ABM's payment levels to the Central Pension Fund are being verified.

Duke & Duke:

- Business Agent Matzinger reported the Wage allocation process is ongoing and noted that all increases will be below the line (current hourly rate as is) and led a short discussion on Kenosha Fuels incentive due to P4 closing;
- Business Agent Matzinger led discussion on Labor's hourly cost for owners of work sites more pointedly at the Wisconsin Millwrights.

Business Agent Tetzlaff

WPS Bargaining Unit

- Steward training has started and continues to progress.
- Contracting is always an issue and the company continues to contract out under the guise of not enough resources. The changes in philosophies in running the utility is affecting all members.

WPS Energy Supply (PG)

- Weston
 - Another operator has express interest in being a steward.
- Pulliam
 - The company has informed the Local that they are not going to go forward with the requests of 4 fulltime operators. The temporary workers that are holding these positions are coming to the end of the one year allotted by the CBA. The plant continues to use contractors to supplement staff in an attempt to keep the group of members affected by the future closing of the plant to a minimum. While local 420 recognizes the significance of the plant closing, we continue to bring awareness that safety is still the priority. The company has also given possible plant shut down time lines of either 4th quarter of 2018 or end of 2nd quarter of 2019.
- Fox
 - There will be an additional 3 ACO positions to increase the pool of people that can fill the CRO position.
- Hydro
 - No new activity.
- Combustion Turbines
 - The company has approached the local about future Combustion Turbine Technician positions. The company requested the local sign a non-precedent setting agreement that would not follow the hiring process in the CBA. It is understandable the company's desire get individuals from the Pulliam I&E group.

WPS Energy Delivery(CSO)

- The Utility Service Clerk wage review next meeting is scheduled for December 7th at 2pm. The team has information for the company to review to make their decision on the matter.
- The company is suggesting changes to the Relay Tech job description. There has been no response from the company since the initial meeting.

- The warehouse has been scheduling members all year to report 2 hours before their scheduled start time. They are not following the pay practice associated with the current labor agreement. The management at the warehouse would be able to avoid the rest period by shifting the workers scheduled start times two hours and have the overtime on the back end of the shift. This is possible because they are DWVS, however start times are set by management, not the union. It is not the steward's job to direct management how or when to have its employees scheduled. Local 420 is of the understanding the company will pay all back pay.
- An attempt is being made to schedule a major projects meeting. If you have concerns, please let members of the committee know. (Tony Nigbor, Kurt Sheedy, Jeff Hietpas, Chris Satterburg and Shane Sarkkinen)
- Questions about the 2018's on call schedule are on the agenda for the Chief Labor Management meeting in December.
- The process of setting up an automotive/warehouse labor management meeting has begun. The meetings should be starting in early 2018.
- Work has begun on scheduling a discussion about shift workers on a variable schedule. This is a discussion based on a commitment made during bargaining.
- Local 420 is going to be requesting that the company notify the stewards and union designers if jobs being contracted out are "bid" or "time and material" jobs. This request will be done at the chief steward meetings. An information request for an explanation on unit bids has been submitted.
- The company is stating that it has fulfilled its commitment in bargaining to "look into" getting a second vendor for FR clothing. Local 420 agreed to their proposal with the understanding that there would be competition with vendors. We will also be discussing this at the next CSO labor management meeting. Company safety reps are also aware that the local is unsatisfied with the process.

Grievances

- 2012-0083 – Material Delivery (in abeyance until 2016-0016 is resolved)
- 2016-0007 – Paper Plates & Cutlery and Past Practice – Possible resolution.
- 2014-0010 – Discipline - In Abeyance – Local 420 accepts company response.
- 2016-0016 – Material Delivery 3rd step – Moving to Arbitration.
- 2016-0017 – Contracting of Work Sturgeon Bay - Placed in abeyance until 2017-0002 is resolved.
- 2016-0018 - Contracting of Work Sturgeon Bay – Placed in abeyance until 2017-0002 is resolved.
- 2017-0002 – Contracting WPSC - Arbitrator selected looking to schedule date.
- 2017-0007 – Termination - Arbitrator selected in process of scheduling date.
- 2017-0008 – Discipline – Waiting for response.
- 2017-0009 – Discipline- Moving to second step (12-11-17).
- 2017-0010 – Scheduling DOC - Waiting on company response.
- 2017-0011 – Contracting WPSC - Moving right to second step (12-14-17).
- 2017-0012 - Contracting WPSC - Moving directly to second step (12-14-17).

Utility Workers Coalition

- The December meeting is set and will be getting notes out from October meeting.

Dominion

- The bargaining unit passed a one-year extension.

Local 420 IT update

- Work continues on minor issues with the new website. There is a continuing effort to make the most of social media to communicate with the membership.

Safety

- The Local is investigating the possibility of a blue hat position in CSO. This is ongoing and updates will be provided.

Training Trust

- The Trust is developing new curriculum and offering more opportunity for individuals to gain qualifications. It is also considering offering classes throughout the bargaining unit.
- 4 members attended the IUOE instructor training. This was a very regimented training held for one week that included 12 hour days. We want to thank Roger Rodriguez, Tony Rish, Clint Grambort and Mark Lozen.
- The trust is looking into participating in Helmets to Hardhats to help veterans.
- Talks have started with WPS leadership about bringing Local 420 refrigeration classes to the Building Service department.

City of Green Bay Bus Mechanics

- Bargaining for a new agreement has started. Two meetings were held with the City and we are awaiting responses on our economic counter proposal.

Old Business:

- Treasurer Pipia reported he met with the new Local 420 Auditors and conducted orientation and training. The new audit team indicated the session was very informative and beneficial. Another meeting is scheduled for January.
- The Constitutional Officers voted to appoint Norma Garner to the vacant Officer position of Trustee.

New Business Monday:

- Business Manager Maierle informed the Executive Board he had appointed Business Agent Tetzlaff to Part Time Business Manager and Jake Kartes to Part Time Business Agent. He also announced that Business Agent Matzinger had decided to scale back his position to part time status. Business Manager Maierle and the Executive Board congratulated the two appointments and heart-fully thanked Business Agent Matzinger for his many years of full time service to the Local.
- Staff presented information about the harm Ransomware could do to the Locals database. Our IT vendor Core Source can provide the software needed to protect our computer systems. The Executive Board decided to move forward and purchase the needed software to protect the Locals database from ransomware attacks.

- The Executive Board discussed expanding our document archive system to enhance our document management and search capabilities.
- Business Manager Maierle presented information and led discussion on Local 420 2018 Budget projection.
- The Executive board discussed possible reporting issues with the Locals charitable giving, good and welfare, and community outreach efforts. A decision was made to move forward with establishing a separate 501C3 to use in these situations.
- The Executive Board discussed Draft Policy manual revisions.
- Local 420 Counsel Attorney Mark Sweet addressed the Executive Board and reviewed services provided and costs associated with those services.
- The Executive Board discussed inviting State political candidates to speak at the February GMM.

Motion made, seconded, carried to Recess until 8:00 am Tuesday December 5, 2017.

Meeting called to recess: by President Kelly at 4:32 pm.

Meeting called to order: By President Kelly at 8:00 am Tuesday December 5, 2017.

New Business Tuesday:

- Business Manager Maierle led a discussion on updating District Meeting Agendas. New agendas may include IUOE International level updates, a labor educational piece, and current legal issues that could impact working families. Providing better alternative methods of communicating monthly Executive Board meeting minutes will be implemented.
- Business Manager Maierle reviewed and led discussion on major 2018 Calendar events. The Executive Board approved the 2018 Calendar.
- The Executive Board discussed best practices for utilizing social media for member education.
- Staff presented and explained Form LM-2 Officer/Employee Time Summaries requirements.
- The Executive Board discussed Draft Policy manual revisions and rollout logistics. Officer duties and responsibilities were reviewed and defined.
- The Executive Board discussed Draft Bylaw revisions.
- The Executive Board Approved the 2018 Budget.

Motion made, seconded and carried to authorize the Business Manager to pay all regular and necessary operating expenses for 2018.

- The Executive Board Approved renewing the Legal Retainer with Sweet and Associates for a period of 2 years at \$38,000 per year, which includes work on 2 arbitration cases.

Motion made, seconded, carried to retain the legal services of Sweet and Associates for years 2018 and 2019 for a total cost of \$76,000, which includes up to 2 arbitration cases.

- The Executive Board discussed IUOE Convention Delegate designations. A tentative recommendation to send all of the Constitutional Officers and the Assistant Business Manager was made. A determination will be made by the February GMM.
- District Director Danowski reported there has been an increasing interest in members asking to purchase Power 420 shirts.

Motion made, seconded, carried to purchase 36 Power 420 shirts for resale.

- The Executive Board discussed and authorized providing \$100 in support to one “in need” Elementary School in all of the 6 Local 420 Districts.

Motion made, seconded, carried to utilize \$100 of Union credit card points to purchase supplies for Vieau Elementary School.

The Executive Board discussed purchasing promotional items to use at events and orientations.

- **Motion made, seconded, carried to purchase Multiuse Local 420 Banners at a cost up to \$1500.**
- **Motion made, seconded, carried to purchase Promotional items such as pens and bumper stickers at a cost of up to \$1500.**

Pipeline: The next issue of the Pipeline coming soon. The schedule going forward will be a quarterly publication.

Good and Welfare:

Calendar:

- The next Executive Board meeting will be held January 4th in Teleconference.
- Holiday Open House- Friday December 8th in Oak Creek.
- Wild Game Feed-Thursdays December 7th in Merrill.
- The next General Membership meeting will be held February 8th, 2017 in Green Bay at the Radisson Inn and Convention Center.
- See the Local 420 website, newsletter and work site postings for upcoming District meetings and events.

Motion made, seconded, carried to Adjourn.

Meeting adjourned: By President Kelly at 2:41 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.