

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

February 8, 2018 Green Bay

Meeting called to order: By President Kelly at 10:00 am.

Rollcall: 10:00 am

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

Excused: Vice President Rodriguez

Guests: Assistant Business Manager Tetzlaff, Part Time Business Agent Kartes.

Acknowledgment: 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 January Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Zimmerman

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

Started for the Month	1604
Initiated during the Month	24
Withdrawn during the Month	7
Reinstate for the Month	0
Suspend for the Month	0
Total number members in good standing	1621

Motion made, seconded, carried to initiate Jacob Brand D&D, Michael Christens WPS, Mark Mathey WPS, Karrie Minor WPS, Kelly Pizzala WPS, Nicholas Stoffregen WPS, Jason Thomas WPS, Renee Victoria WPS, Daniel Premetz ABM, Tony Bradley MPS, Anthony Davis MPS, Kierra Evans MPS, Ruby Hall MPS, Brandy Howard MPS, Armond Smith MPS, Cody Ryder CAL, Joesph Norton CAL, Travis Tyson CAL, John Morrow CAL, Ernest Newman CAL, Shawn Roske CAL, Mycole Conner CAL, Samuel Stenroos CAL, Mitchell Miles, WPS.

Motion made, seconded, carried to withdraw David Borges D&D, Paul Skaleski GBT, Kevin Kelly CAL, Larry Enberg CAL, David Ver Kuilen SOD, Gregory Fiversky ABM, Michael Johnson WE.

Treasurers Report:

Treasurer Pipia

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

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

- Treasurer Pipia reported the expected financial impact on the Local could be significant with the loss of members due to the announced plant closings.
- Treasurer Pipia met with the Locals Account Manager at Baird and discussed the recent market pull back and possible investment opportunities.

Organizing Report:

Organizer Weber

- Organizer Weber reported the training classes for the High School students are going well. Vice President Rodriguez and Organizer Weber are filling in as instructors and efforts are being made to capitalize on new opportunities in the area.
- MPS has hired 15 new employees to fill vacancies and most have signed up to be Local 420 Union Members.
- Organizer Weber reported he has been making contacts with new building construction staff opportunities including the new Bucks arena.

Political Report:

Staff Representative Hinds No Report

Business Managers report:

Business Manager Maierle

- Business Manager Maierle reported the weekly staff meetings have been very constructive and have helped bring together and expedite the many projects being worked on.
- Business Agent Matzinger may be retiring this year.
- Office staff is working on setting up an online store where members can purchase Union merchandise. The Local has obtained a wireless credit card machine that can be used at the office or remotely at charity events and training.
- Business Manager Maierle gave an update on the PPPP closing and the status of negotiations on a shutdown agreement.
- Business Manager Maierle reported he will be attending and presenting Internal Organizing Training at IUOE General.

Business Agents Representational Reports:

Part Time Business Agent Kartes

Duke and Duke

- Business Agent Kartes met with DTE and D&D about the future of Kenosha fuels.
- Business Agent Kartes reported two people were terminated, one replacement at Portage and working on another at Arbor fuels in Wausau.

WE

- Business Agent Kartes announced an agreement was reached with the company on the terms of PPPP closing. Informational meetings are scheduled at the union office and on site. Work continues with a team from management to determine all the logistics of severance, job postings, and backfilling of positions.

Assistant Business Manager Tetzlaff

WPS Bargaining Unit

- Business Manager Tetzlaff reported 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.
- Work continues to set up a retirement day with principal financial in the Wausau area.

WPS Energy Supply (PG)

- Business Manager Tetzlaff reported training in progress for lead positions at Weston Maintenance and in the I&E Shop.
- Discussions were held on a weld inspection program that would have qualified union individuals inspecting welds at the plants. The company does want to have supervisors qualified as inspectors for situations when a union inspector is not available. The topic will be further discussed at the labor management meeting in March.
- The company is hiring 5 fulltime positions at Pulliam.
- The company has posted 2 CT tech positions.

WPS Energy Delivery(CSO)

- Business Manager Tetzlaff reported the Utility Service Clerk wage review is almost settled with the Company offering \$1.50 more with some added duties.
- Relay Tech job description changes are ongoing.
- Business Manager Tetzlaff reported there are back pay issues at warehouse. Local 420 has filed a grievance however we have communicated that this is a pay issue and needs to be taken care of.
- Attempts are being made to schedule a major project meeting. Business Manager Tetzlaff requested that if anyone has concerns please contact a member of the committee. (Tony Nigbor, Kurt Sheedy, Jeff Hietpas, Chris Satterburg and Shane Sarkkinen)
- The process of setting up an automotive/warehouse labor management meeting is in the works. This should be starting in early 2018.
- Scheduling a discussion on shift workers on a variable schedule. This is a discussion based on a commitment made during bargaining.

- Business Manager Tetzlaff reported Local 420 agreed to a non-precedent setting agreement with a sunset date for the individuals going to Puerto Rico. This agreement facilitated coordination with 2150 crews and address a work hours challenge.

Grievances

- 2012-0083 – Material Delivery - (in abeyance until 2016-0016 is resolved).
- 2016-0007 – Paper Plates & Cutlery and Past Practice – Possible resolution.
- 2016-0016 – Material Delivery 3rd step – Moving to Arbitration.
- 2016-0017 – Contracting Sturgeon Bay – (in abeyance until 2017-0002 is resolved).
- 2016-0018 - Contracting Sturgeon Bay – (in abeyance until 2017-0002 is resolved).
- 2017-0002 – Contracting WPSC - Arbitrator selected looking to schedule date.
- 2017-0007 – Termination - Arbitrator selected Date scheduled (2-23-18).
- 2017-0011 – Contracting WPSC - Moving right to second step (waiting for response).
- 2017-0012 - Contracting WPSC - Moving directly to second step (waiting for response).
- 2017-0013 - Discipline – Scheduling 2nd step.
- 2017-0014 – Cooperation/ Att. F- Scheduling 2nd step.
- 2018-0022 – Work hours/Rest period.
- 2018-0021 – Termination.

Utility Workers Coalition

- Next meeting in in February

Dominion

- Business Manager Tetzlaff reported the remaining individuals at Dominion are most likely going to be released around the end of May

Local 420 IT update

- Efforts to work through minor issues with the new website are ongoing. Also continuing to make the most of social media to communicate with the membership.

Safety

- There is a possibility of a blue hat position in CSO. This is ongoing and Business Manager Tetzlaff will continue to give updates.

Training Trust

- Business Manager Tetzlaff reported 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 were sent to IUOE instructor training. This was a very regimented training held for one week that included 12-hour days. Business Manager Tetzlaff t thanked Roger Rodriguez, Tony Rish, Clint Grambort and Mark Lozen for their participation.
- The trust is looking into participating in Helmets to Hardhats to help veterans and is talking to WPS leadership about bringing refrigeration classes to the building service department.

City of Green Bay Bus Mechanics

- Business Manager Tetzlaff reported the City cancelled the latest scheduled meeting and is looking to give local 420 a last best and final. Local 420 is preparing to file for interest-based arbitration.

Old Business:

- The Executive Board discussed IUOE Convention Delegate designations.

Motion made, seconded, carried to recommend and nominate Assistant Business Manager Tetzlaff, Recording Secretary Motiff, Treasurer Pipia, and Organizer Weber as Delegates and Assistant Business Agent Kartes as an Alternate Delegate to the 2018 IUOE General Convention on May 5th and pay usual and customary.

- The Executive Board discussed Finance Committee scheduling. The committee will setup and meet before the March 8th Executive Board.
- The Executive Board discussed the proposed Policy Manual revision.
- The Executive Board discussed the Electronic filing system.

Motion made, seconded, carried to purchase a second license to utilize the scanning equipment located at the Green Bay office at the Oak Creek office.

New Business:

- The Executive Board discussed Public Utilities Section State Bar Meeting. NAT
- The Executive Board discussed the 2018 AFL-CIO Community Services Conference.

Motion made, seconded, carried to send up to 2 staff and 1 member to the 2018 AFL-CIO Community Services Conference at a cost of \$100 per attendee and pay usual and customary.

- The Executive Board discussed a pattern of harassing conduct towards female members by certain Management personnel and possible actions to be taken going forward.
- The Executive Board discussed Activist and Steward Training. NAT
- The Executive Board discussed Core Vision IT Recommendations and the Allworx 536 Phone System Proposal. A phone system committee was formed to investigate best practice options for IT/Phone options.
- The Executive Board discussed Local 420 Union and Safety Note Pads. These items will be purchased under the current budget layout.
- The Executive Board discussed LMC Spring Conference held on Tuesday April 24, 2018 in Appleton.

Motion made, seconded, carried to send 2 additional members to the 2018 LMC Spring Conference in Appleton at a cost of \$90.00 and no lost time.

- The Executive Board discussed WPUI Grid Modernization Conference on Thursday March 1, 2018 in Madison.

Motion made, seconded, carried to send 1 staff and 1 member to the 2018 WPUI Grid Modification Conference on March 1st and pay usual and customary.

- The Executive Board discussed the MALC Gwen Moore breakfast on Friday March 23, 2018 in Milwaukee.

Motion made, seconded, carried to send up to 4 members to the Milwaukee area Labor Council Labor Breakfast on March 23 and pay usual and customary.

- The Executive Board discussed the Labor History Conference on Saturday April 7, 2018 in Milwaukee.

Motion made, seconded, carried to send up to 10 members to the 2018 Labor History Conference on April 7 in Milwaukee at a cost of \$35.00 per attendee.

- The Executive Board discussed the GBCLC Legislative Breakfast on Saturday March 17, 2018 in Green Bay.

Motion made, seconded, carried to send up to 20 members to the 2018 GBCLC Legislative Breakfast on March 17th in Green bay at a cost of up to \$10.00 per attendee.

Good and Welfare:

Calendar:

- The next Executive Board meeting will be held March 8th Teleconference.
- The next General Membership meeting will be held June 2018 in Oak Creek.
- 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 3:13 pm.

Fraternally submitted by the Executive Board



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 sendPM that you have received the message in error, and destroy it. Thank you.