

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

March 8, 2018 Teleconference

Meeting called to order: By President Kelly at 4:35pm.

Rollcall: 4:35pm

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

Excused:

Staff in Attendance: Assistant Business Manager Tetzlaff, Part Time Business Agent Kartes, Staff Representative Hinds.

Guests:

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 February Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Zimmerman

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

Started for the Month	1621
Initiated during the Month	3
Withdrawn during the Month	11
Reinstate for the Month	16
Suspend for the Month	3
Total number members in good standing	1626

Motion made, seconded, carried to Initiate Tanner Younglove WPS, Benjamin Steffel WPS, Joseph Domke WPS.

Motion made, seconded, carried to Withdraw Christopher Zipp DOM, Allen Ashbeck WPS, Jake Kender D&D, Martin Block WE, Levi Ruohonen WE, Daryl Kooping WE, Kay Olewinski WPS, Dale Kornely WPS, Steven Rudolph WPS, Clarence McDowell MPS, Ruby Hall MPS.

Motion made, seconded, carried to Reinstate Mathew Curran WPS, Cory Ellis WPS, John Kasmarek WPS, Thomas Nejedlo WPS, Shay Randrup WPS, Michael Schmitt WPS, Kurt Wehner WPS, Christine Behnke WPS, Russell Gladowski WPS, Benjamin Hengel WPS, Molly Kallies WPS, Terry Trank WPS, Ollie Schoonoover WPS, Jordan Wenninger WPS, Melissa Whitaker WPS, MaryKay Weslowski WPS.

Motion made, seconded, carried to Suspend Wayne Koester WPS, Tyler Nehls WPS, Alec Nelson WPS.

Treasurers Report:

Treasurer Pipia

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

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

Organizing Report:

Organizer Weber

- Organizer Weber reported work continues developing curricula for MPS, BOSS, and a possible High School career day.
- Representation work for maintenance personnel at the new Bucks arena is in progress.
- Reinitiating the organizing drive at Cummins in DePere was discussed but current conditions at the facility make that effort futile at this point.

Political Report:

Staff Representative Hinds

- WI Spring Elections April 3, 2018
 - Early voting is Monday to Friday March 19-23 and March 26-30. Check your municipality for hours.
 - WI State Supreme Court endorsed candidate is Judge Rebecca Dallet
 - There are a few hundred labor endorsed candidates across the state for local elected positions and school referendums. The list will be posted on the website soon.
- Fall 2018 Election outlook
 - Open SD 1. Expect the following at a minimum
 - Republican Rep. Andre Jacque (AD 2)
 - Republican Alex Renard. Operations manager Renco Machine Co.
 - Caleb Frostman Democrat. Economic Development Director for Door County. Expect announcement soon.

- Governor race
 - Republican Gov. Walker
 - Democratic field is still congested
- Trump tariffs on steel and aluminum
 - Signed today at 3pm. Goes into effect in 15 days.
 - Government subsidized production of steel in other countries has been a major issue with the Steelworkers Union.
 - USW is advocating that the countries who play by the rules should be excluded from the tariffs.
 - Canada and Mexico are currently held exempt from the tariffs.
 - An ambassador will be negotiating with countries that want to get out of the tariffs.
- Staff Representative Hinds led a discussion on communicating election information to the membership.

Motion made, seconded, carried to send out a Wisconsin Spring Election membership mailing at a cost of up to \$2000.00

Business Managers report:

Business Manager Maierle

- Business Manager Maierle reported on the PPPP shut down. The process related to the P4 shutdown is moving along. Business Manager Maierle believes there is a very good chance there will not be any layoffs.

Business Agents Representational Reports:

Assistant Business Manager Tetzlaff

WPS Bargaining Unit

- 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.
- Working to set up a retirement education day with in Wausau area most likely in April.
- Tentative dates are set for Stewards training in WPS and Superior bargaining units.

WPS Energy Supply (PG)

- Training lead positions at Weston have been rolled out in coal and yard, maintenance and I&E departments. These positions were negotiated in 1979 bargaining and have been utilized in the line department. Work continues with the company on all of the details.
- Discussed a weld inspection program that would have qualified union individuals inspecting welds at the plants. The company does want to have a couple supervisors qualified as inspectors for situations when a union inspector is not available. It will be further discussed at the labor management meeting in March.
- There have been no communications with WPS about the tentative Pulliam shut down.

WPS Energy Delivery(CSO)

- Utility Service Clerk wage review is almost settled. The Company is offering \$1.50 more with some added duties.
- Relay Tech job description changes are ongoing.
- Back pay issues at warehouse. Local 420 has filed a grievance and however has communicated that this is a pay issue and needs to be taken care of. The Company has stated they are working through data to see who has been affected by this.
- Exchanged proposals with company for Major Projects. Scheduling a meeting to discuss a tentative agreement that can be brought to vote at Gas and Line.
- We are in the process of setting up an automotive/warehouse labor management meeting. This should be starting in early 2018.
- Company and the Union are still discussing wages for new inspector positions.
- The Union has sent letters to the company regarding our position on AMR maintenance and the gas meter piping contracting letter. Unit Chair Kopetzky is handling this.
- The Company has introduced a new job titled Customer Service Consultant. There are Ongoing discussions about wages.
- WPS is requesting a wage review for the operations clerk position. The initial meeting will be held on March 20th.
- Scheduling meetings for Attachment F committee that was formed by the chief stewards.

Supply Chain / Administrative Services / Fleet

- At a labor management meeting there was a discussion on ten-minute wash up time at the end of the day. The Company agreed.
- Information has been exchanged with the company on the amount of time the night mechanics have changed their schedules for various reasons. A meeting will be scheduled in the near future.

Grievances

- 2012-0083 – Material Delivery – Placed in abeyance until 2016-0016 is resolved.
- 2016-0007 – Paper Plates & Cutlery and Past Practice – Possible resolution.
- 2016-0016 – Material Delivery 3rd step – Abeyance.
- 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 – Arbitration scheduled for June 5th.
- 2017-0011 – Contracting WPSC - Moving directly to second step and waiting for response.
- 2017-0012 - Contracting WPSC - Moving directly to second step and waiting for response.
- 2017-0013 - Discipline – Waiting for Company response.
- 2017-0014 – Cooperation/ Att. F- Waiting on Company response, going to board for approval to move to arbitration.

Motion made, seconded, carried to proceed to Arbitration with Grievance 2017-0014.

- 2018-0022 – Work hours/Rest period - Company is gathering data for resolution.
- 2018-0021 – Company denied

Utility Workers Coalition

- Next meeting is scheduled for April.

Dominion

- Remaining individuals have been extended until end of June.

Local 420 IT update

- Work continues on minor issues with the new website and efforts are 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 updates will continue to be communicated.

Training Trust

- Assistant Business Manager Tetzlaff met with Attorney Sweet at the last meeting and appointed a new trustee from signatory employer We-energies.

City of Green Bay Bus Mechanics

- The City cancelled the latest scheduled meeting and has rescheduled for Friday March 9, 2018.

Part Time Business Agent Kartes

Husky

- Working through a few issues regarding fatigue time, and a tanker loading issue.

WE

- Providing retirement presentations, in both a group and one on one settings.
- P4 Closing agreement signed and informational meetings were completed at each plant and 3 off site meetings were held as well. There are various issues related to the job postings associated with the P4 plant closure in discussion with the company.
- Working with management and HR on posting internal alignment positions at District Energy.
- Members have been contacted about a possible class action lawsuit regarding shift turnover.

Duke and Duke

- There has been a discharge at Duke and Duke (Arbor Fuels) and the position has been filled. Business Manager Maierle explained that DTE manages the work site and subcontracts to Duke and Duke to provide a mixed crew of Operating Engineers and Millwrights to perform work. This is done under national agreement with the two International Unions. As such, the local only negotiates the wages and benefits, and provides the workers to DTE. Due to the way the agreement is structured under the National Labor Relations Act, DTE can discharge employees at any time. Local 420 objected to the recent termination saying it was without cause, but Duke and Duke was not able to convince DTE to reverse course.
- Two members from Kenosha fuels have resigned in anticipation of the plant closing and one has taken a position with ABM at NML

Old Business:

- The Executive Board discussed Finance Committee scheduling. The committee will setup and meet before the April Executive Board.
- The phone system upgrade committee reported on several upgrade options. Upgrading to a VOIP phone system will solve current problems, improve inter-office capabilities and save on both monthly and annual expenses.

Motion made, seconded, carried to purchase the phone system proposed by Core Vision for a cost of \$11,000.00.

New Business:

- The Executive Board discussed a recent letter sent to many members pertaining to a Class Action Lawsuit filed against WE Energies.
- Business Manager Maierle updated the Board on a recent Federal Lawsuit filed by Local 420 and Local 139. The suit argues that an unintended consequence of the Janus case before the US Supreme Court is that a ruling in favor of Janus should pave the way for Act 10 in Wisconsin to be ruled unconstitutional.
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- The Executive Board discussed the IUOE Fight Back Conference on April 4th in Houston TX related to public sector union rights and the Janus case before the US Supreme Court. Local unions are encouraged to send business agents, organizers and public-sector representatives. Business Manager Maierle has been asked to present at the conference.

Motion made, seconded, carried to send Business Manager Maierle, Assistant Business Manager Tetzlaff, Organizer Weber, and District Director Anderson to the IUOE Fight Back Conference on April 4 in Houston TX and pay necessary usual and customary.

- The Executive Board discussed the recent West Virginia Teachers Strike and the Recent Labor Movement. Business Manager Maierle will gather and prepare information on the connection between these issues and the Federal Lawsuit recently filed by Local 420.
- The Executive Board discussed a Building and Construction Trades donation request. Staff Representative Hinds will gather more information.
- Part Time Business Agent Kartes reported on a Milwaukee Zoo Train Project. The train is being reengineered for coal to steam power and is looking for technical support from Local 420, MSOE, Marquette University, and others. Business Manager Maierle will send a letter of support.
- The Executive Board reviewed a thank you letter from Dan Bukiewicz who received a PAC donation from Local 420.
- The Executive Board reviewed an Oak Creek Fire Department Donation Request.

Motion made, seconded, carried to support the Oak Creek Fire Department School Age Fire Safety Program with a donation of \$600.00.

- The Executive Board discussed the Wisconsin State AFL-CIO 13th Biennial Convention.

Motion made, seconded, carried to send Local 420 President Kelly, Business Manager Maierle and up to 6 Delegates to the Wisconsin State AFL-CIO 13th Biennial Convention and pay usual and customary.

Good and Welfare:

- Treasurer Pipia presented a pack of thank you cards from approximately 50 children who received much needed school supplies from Local 420-member donations made during the Holidays. These donations were for children in under privileged school districts. Matching funds will be available to all of the Local 420 Districts for under privileged schools.

Calendar:

- The next Executive Board meeting will be held April 5th.
- 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 6:25pm.

Fraternally submitted by the Executive Board



Steven Motiff - IUOE Local 420 Recording Secretary

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