

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

April 5, 2018 Teleconference

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

Rollcall: 4:20 pm

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

Excused: District Directors Weber.

Staff in Attendance: Assistant Business Manager Tetzlaff.

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 March Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Zimmerman

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

Started for the Month	1626
Initiated during the Month	15
Withdrawn during the Month	10
Reinstate for the Month	3
Suspend for the Month	3
Total number members in good standing	1631

Motion made, seconded, carried to Initiate Jonathan fleisschman WPS, Mark Olson WPS, Kaine Fencel WPS, Dillon Selissen WPS, Akeem Bates WPS, Nicole Batzel WPS, Brad Nellessen SOD, Curtis Blake Jr MPS, Jimmie Langston MPS, Cruz Reyes MPS, Joseph Domke WPS, Jonathan Greenley WPS, Jacob Blindauer WPS, Darrik Schlewitz WPS, Taylor Jantz WPS.

Motion made, seconded, carried to Withdraw Paul Buenger WPS, Jeffry Anderson DOM, Joshua Jenkins DOM, Michael Johnson DOM, William Mueller DOM, Larry Waterman DOM, Greg Valenta DOM, Joe Cornils DOM, Mark Murphy DOM, Darrell BaskenDOM.

Motion made, seconded, carried to Reinstate Wayne Koester WPS, Marcus Watson MPS, Dennis Murray WE.

Motion made, seconded, carried to Suspend David Fischer WPS, Joseph Quattrocchi WPS Charisse Karsteadt WPS.

Treasurers Report:

Treasurer Pipia

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

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

Treasurer Pipia reported an external audit was conducted and will be reviewed at the June Executive Board.

Organizing Report:

Organizer Weber – No Report

Political Report:

Staff Representative Hinds – No Report

Business Managers report:

Business Manager Maierle

- The union's P4 closing team held special meetings on the issue in Kenosha and Oak Creek. A presentation was also made at the March South District Meeting. Earl Matzinger held an additional benefit meeting at the Oak Creek union hall for interested members. We made the union office available for members considering severance to meet with financial planning representatives. Earl Matzinger, Jake Kartes, Doug Hamilton and I attended P4 closing meetings in the plants. Roger Rodriguez and other union reps have been working very hard to arrange the severance and movement of our members.
- 80 members volunteered for severance and there were no layoffs as a result of the P4 closing. 72 members were granted severance. Regrettably, 8 members who volunteered

for severance were denied by the company. This was the right of the company per the closing agreement. I have appealed to the senior leadership numerous times to grant these 8 individuals severance and hire replacements to get our plants back up to full staffing. While we were disappointed that not every volunteer was granted severance, the overall outcome was successful and the more junior members were able to avoid layoff. Thanks to all of the union representatives involved for their dedicated service to the membership.

- The annual audit was completed. I signed the LM-2 and filed with the DOL. The external auditing firm complemented office staff on the preparation and indicted a clean audit.
- I met with Marcus Center managers about the training trust and they seem very interested in contributing to the trust.
- Assistant Business Manager Tetzlaff and I attended the Wausau District Meeting and presented detailed information on various key issues of concern to the members. I also presented an education piece on the federal lawsuit filed by Locals 420 and 139 against Gov. Scott Walker and Atty Gen Brad Schimel.
- 4 delegates attended the IUOE Fight Back conference at the new International Training Center in Houston. The conference was held to address the probable Supreme Court ruling on the public sector fair share Janus case. I gave a presentation on Internal Organizing and Act 10 designed to prepare local unions and activists for methods to fight back against these attacks on labor.
- Core Vision began their service to monitor our IT equipment. They found a failed a hard drive and are continuing repairs to the server.
- The International Training and Conference Center in Houston is officially open and conducting training. A schedule of stationary engineer training classes has been distributed. All 420 members approved by the Business Manager will be able to attend classes with transportation, room and board covered by the ITCC. The new facility is great and will be a true asset for local unions.
- 420 Executive Board meeting minutes will be posted to web site promptly upon submission for members to review prior to District meetings. At the pleasure of the members in attendance at a District meeting, District Directors may read the full minutes or a condensed version at District meetings. All official motions and approvals will be read.
- We will assemble a team to manage the three Local 420 charitable golf outings in 2018. Thanks to the support of the members and our volunteers, these outings generated significant donations to Honor Flights and Hunger Task Force.
- Steward training will soon be wrapping up. Thanks to Greg Hinds, Tony Rish and other leaders for all of their hard work in developing the training. Tony, Roger Rodriguez and Clint Grambort, all of whom attended the week long IUOE Train the Trainer program last year, conducted the training and received rave reviews for their efforts. Mark Lozan who also attended Train the Trainer will work with Assistant Business Manager Tetzlaff and others to provide steward training in Superior.

Business Agents Representational Reports:

Assistant Business Manager Tetzlaff

Local 420

- Stewards training is coming to an end. The last session for the bargaining unit will be Tuesday April 10th. Receiving good feedback and positive comments.
- IT update. Continue to work through minor issues with the new website. Also continuing to make the most of social media to communicate with the membership.
- Training Trust. Met with attorney at last meeting and appointed a new trustee from signatory employer We-energies.
- Eastern District Meeting Thursday, April 19th, 2018 6:30 PM Green Bay Labor Temple 1570 Elizabeth St Green Bay, WI 54302
- Western District Meeting Tuesday, April 24th, 2018 6:30 PM Wausau Labor Temple 318 S Third Ave Wausau, WI 54401

WPS Bargaining Unit

- Company continues to come to the local with new jobs or wage reviews. The membership is hearing more than the leaders in the local.
- Safety. Look at possibility of a blue hat position in CSO. This is ongoing and I will continue to give updates.

WPS Energy Supply (PG)

- The company is not paying lead to Pulliam mechanics or I&E's when working with contractors. I need to have instances of this taking place.

WPS Energy Delivery(CSO)

- Company has requested a wage review for operations clerks, this is primarily for a cut in pay. We are working with the operation clerks to get a through list of their duties to go to second meeting with the company.
- Relay Tech job description changes are ongoing. No new news.
- Back pay issues at warehouse. Local 420 has filed a grievance however has communicated that this is a pay issue and needs to be taken care of. 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 on a tentative agreement to bring to vote to Gas and Line.
- Company and Union still discussing wages for new inspector positions. On going
- Union has sent letters to company regarding our position on AMR maintenance and the gas meter piping contracting letter. The company is aware of the local's position that it is our work and how can they claim we do not have the man power to do this work.
- Company has introduced a new job Customer Service Consultant job. Ongoing discussions about wages.
- Scheduling meetings for Attachment F committee formed by the chief stewards.

WPS Supply Chain / Administrative Services / Fleet

- At labor management meeting discussed ten-minute wash up time at end of the day. Company agreed.

- Have exchange information of the amount of time the night mechanics have changed their schedules for various reasons with the company. Looking to schedule a meeting in the near future.

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 – 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 right to second step (waiting for response)
- 2017-0012 - Contracting WPSC - Moving directly to second step (waiting for response)
- 2017-0013 - Discipline – Waiting for Company response
- 2017-0014 – Cooperation/ Att. F- Moving to Arbitration
- 2018-0022 – Work hours/Rest period - Company is working to collect data to resolve

Utility Workers Coalition

- Next meeting is April 17.

Dominion

- Remaining individuals have been extended until end of June.

City of Green Bay Bus Mechanics

- Continue negotiations on April 6th.

Part Time Business Agent Kartes – No Report

Part Time Business Agent Matzinger

We Energies

- The Representation Team is working on the process of moving members under the terms of the P4 shutdown agreement.
- Many questions are being addressed relating to Benefits and Severance/Retirement.
- The company did refuse 8 members that had volunteered for severance, Business Manager Maierle has ask the Company to reconsider these refusals.
- The P4 separation date has been determined as 4/28/18.
- Overtime concerns and grievances are being worked on by the Representational Team.

Husky

- The Superior Refinery is receiving a Safety Award.
- Local 420 members and BA Matzinger will participate with the company Safety Manager for the Safety Conference.
- The Fatigue Management issue has been discussed with the Company by the Representational Team.

Duke & Duke

- Two members from Kenosha Fuels will need new employment very soon. WPS Pulliam Plant was suggested as an option.

Old Business:

- The Executive Board discussed Finance Committee scheduling. The committee will meet on May 16th.

New Business:

- The Executive Board discussed IUOE March of Dimes Leadership Award Breakfast. Tabled for the May Executive Board
- The Executive Board discussed LCLAA Membership Request. Treasurer Pipia and Organizer Weber will reach out to LCLAA to include Local 420 promotional content in their program.

Motion made, seconded, carried to donate \$50.00 to support LCLAA.

- The Executive Board discussed Local 286 Donation Request. No action taken.
- President Kelly read a Thank You from Dan Bukiewicz who Local 420 supported in his successful bid for Mayor of Oak Creek.
- The Executive Board discussed Wisconsin River Pro Rodeo.

Motion made, seconded, carried to sponsor and support the Wisconsin River Rodeo at the \$600.00 level.

- The Executive Board discussed NE WI LMC Membership Application 2018.

Motion made, seconded, carried to continue support and renew our current membership at the silver level and cost of \$1000.00.

- The Executive Board discussed UPAF Donation request.

Motion made, seconded, carried to support UPAF with a donation of \$375.00.

- The Executive Board discussed the recent success labor had in the Wisconsin April elections.
- The Executive Board discussed the ongoing Oklahoma Teachers Strike.

Motion made, seconded, carried to Donate \$1000.00 to support the Oklahoma Teacher Strike Fund.

Good and Welfare:

- District director Larson reported a member was chosen to chaperon an Honor Flight in recognition of the Superior Districts contribution from the 2017 Charity Golf Event.

Calendar:

- The next Executive Board meeting will be held May 2nd teleconference.
- The next General Membership meeting will be held June 7th 2018 at 6:30 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 6:03pm.

Fraternally submitted by the Executive Board



Steven Motiff - IUOE Local 420 Recording Secretary

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