

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

June 7, 2018 at Oak Creek

Meeting called to order: By President Kelly at 10:14 am.

Rollcall: 10:14 am.

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

Excused: District Director Anderson and Vice President Rodriguez.

Staff in Attendance: Assistant Business Manager Tetzlaff, Part Time Business Agent Matzinger, 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 May Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Zimmerman

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

Started for the Month	1646
Initiated during the Month	15
Reinstate for the Month	1
Withdrawn during the Month	5
Suspend for the Month	0
Total number members in good standing	1658

Motion made, seconded, and carried to Initiate Matthew Fisher VEO, James Dreyer VEO, Adam Greene WPS, Kyle Schmidt WPS, Maria Bailey WPS, Eric Vandertie WPS, Tracy Jackson WPS, Brooke Bebow WPS, Tamra Williams WPS, Davide Noreika WPS, Mark Madson WPS, Colton Dessart WPS, Brandon Wesolowski WPS, Alexandria Swearingen WPS, Tristin Ullmann WPS.

Motion made, seconded, and carried to Reinstate David Fischer WPS.

Motion made, seconded, and carried to Withdraw Steven Leih WPS, Robert Falash WPS, Ryan Rocque WPS, Harold Carson WPS, Jonathan Krogh WE.

Treasurers Report:

Treasurer Pipia

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

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

- Treasurer Pipia reported the internal and external audits both came back with no issues reported and all in order.
- The Executive Board discussed consolidating several bank accounts and transferring funds to the Baird account.

Organizing Report:

Organizer Weber

- Organizer Weber reported he is working with the Seeds of Health Charter Schools to expand the 32-hour Introduction to Power Engineering Class and to double the enrollment of students to 40 per semester.
- Work has started on creating an avenue for retirees to remain members and paying minimum dues with restricted voting rights.
- Organizing efforts are continuing at Macey's Department stores and Jones Lang Lassalle Mobile Engineering.
- At MPS many members are signing up for Local 420 training opportunities and also utilizing the newly opened IUOE Training Facility in Colby Texas.

Political Report:

Staff Representative Hinds

- Staff Rep Hinds reported on Local 420 Communications which included the new EmpowerMe email which will be sent approximately the 1st of each month and will include up to three informational items.

- Staff Representative Hinds updated the Executive Board on the Fall 2018 Election outlook.
 - Open Senate District 1. Special election June 12
 - Republican Representative Andre Jacques (AD 2)
 - Caleb Frostman Democrat. Economic Development Director for Door County.
 - 2018 Governor race
 - Republican Gov. Walker
 - The Democratic field is still too congested
 - US Senate race. Incumbent Tammy Baldwin
 - Congressional District 1. Incumbent Paul Ryan stepping is down.
 - WI Attorney General
 - Incumbent Brad Schimmel a Walker appointee.
 - Challenger Josh Kaul
 - AD 88
 - Incumbent Rep. Macco (R)
 - Tom Sieber (D)

- Staff Rep Hinds outlined a Local 420 PAC contribution plan for this election cycle and is rolling out an Internal Union PAC donation drive. Details will be communicated to Members soon. Please watch for your opportunity to help the candidates that stand with working people and their families.

Business Managers report:

Business Manager Maierle

- Business Manager Maierle reported he has two meetings scheduled with MPS leadership to discuss employer participation in the training trust.
- PNC Bank is the bank used by Local 420. PNC supports community organizations. They are interested in looking at the efforts by Local 420 and the Training Trust to provide training and serve our communities.
- Staff will be working with districts to determine the number of “Proud Union Home” signs to order for members.
- Business Manager Maierle reported the Grand opening of the IUOE Training Center will be June 23rd and is working on sending to represent Local 420 at the event.
- The Training Trust has reached a rental agreement with the owners of a building directly across the street from the Local 420 Training Center. This 5000 square foot space will nicely complement our existing facility.

Business Agents Representational Reports:

Assistant Business Manager Tetzlaff

International Convention Report

- I was honored to attend the 39th IUOE Convention. It was my first time attending and a great experience for me. I was honored to be asked to second the nomination for our Business Manager to continue serving as the 10th international vice-president. The convention was amazing and it is great to see that our international is working for our membership and the working class. I was also able to sit in a question and answer with Secretary of Labor Alexander Acosta and the administration's plan for worker and apprenticeship. It was a very good session.

I want to thank the business manager, president and our board for giving me the opportunity to attend.

Fraternally submitted Assistant Business Manager Tetzlaff.

WPS Bargaining Unit

- At this time we are working toward continuing our discussions with leaders from WEC to work through the integration and issues caused by it.

WPS Energy Supply (PG)

- Weston- Working on getting 1 or 2 new faces involved for Power 420. C&Y looking at voting to go back to 8 hour shifts, it is in the company's hands right now to see if the issues can be resolved before a vote is taken. We will know more in the next couple weeks. There are currently 10 open jobs across the crafts. Management has instructed that they are being held for Pulliam Job Abandonment.
- Pulliam- Art. X issues have been raised from Chief Dessell. The Company informed us on 5/17 that they plan on using the Job Abandonment process in the contract for Pulliam shut down. There has been no official date that has been set. There is a follow up meeting scheduled for 6/13 at Site Bulk to further discuss the process. Pulliam management has informed C&Y via 18 2b to use contractors for some C&Y duties. Steward Motiff is trying to work through the issues that revolve around the contracting proposal. A Control Operator position was posted on June 7.
- Fox- Nothing to report at this time.
- Hydro- Todd J. has informed me that he has openings in both East and West and he would like to post them as Class 2 Mech/Ops. rather than Helper. A meeting needs to be setup with him to discuss this and get an explanation and provide the reasoning. A couple of months ago management provided us a spreadsheet of the training progress. Great progress has been made to date. A follow up will be made to get another update.
- CT's- Reviewing change of schedule rules when around the clock operation is needed in regards to a letter that management gave to the union. Outage in Marinette - 18 2b's where not being provided for big outage on M33. Unit Chair Rish is working with Management to resolve this issue. We will discuss this in the next L/M meeting as well. Discussions have been happening on how the P31 CT Techs will be added to the work group.

WPS Energy Delivery(CSO)

- Union presented the actual Operations Clerk Job description.
- Relay Tech job description changes are ongoing. No new news.
- Back pay issues at warehouse. Local 420 has filed a grievance, however, we have also 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.
- Waiting for response from company on Major Projects proposal.
- Company and Union still discussing wages for new inspector positions. Ball is in company's court.
- Attachment F committee has met and also started working on storm issues as well. They are reporting to the Energy Delivery chief stewards.
- On June 5, 2018 the first day of the arbitration case for grievance 2017-0002 was held. The second day is being scheduled to finish testimony.
- Local 420 filed an unfair labor practice against WPS on 6/1/2018 as well as filing a grievance against the company not allowing the summer students to use company supplied water jugs. The Company has since given the jugs back. However, has not issued a letter to resolve the grievance.

Supply Chain / Administrative Services / Fleet

- A second meeting has been scheduled to go over the Unions reasons to go to an alternative schedule.

Husky Bargaining Unit.

- Since the incident at the refinery Local 420 has dedicated resources to our members. District director Larson and Unit Chair Mark Jacobson have been our representatives for all investigation meetings with OSHA and CSB. Business Manager Maierle and Business Agent Earl Matzinger went immediately to the refinery and Business Agent Kartes and myself went the following week to attend meetings and meet with members at the refinery. President Kelly and I then went up for the District meeting. District Director Larson has set up weekly labor management meetings to keep consistency and make sure working with the company during this time is a good experience for both sides.

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
- 2018-86 – Termination
- 2018-65 – Fox Discipline
- 2018-64 – Fox Cancellation of OT/vacation call back.
- 2018-47 – Automotive Temp Transfer
- 2018 – 64 – Work hours
- 2018 – 97 – Discipline
- 2018 – 110 – Working Conditions Summer Student Water supply.

Utility Workers Coalition

- Next meeting in June is in Marquette.

Dominion

- Remaining individuals have been extended until the end of June.

Local 420 IT update

- Continue to work through minor issues with the new website. Looking to have Core Vision be our IT provider

Safety

- Working with WEC to make safety videos to assist with the culture change and possibility of 3 blue hat positions.

Training Trust

- Working to move additional equipment to a warehouse and continue to develop more classes.

City of Green Bay Bus Mechanics

- Mediation is set for July 10, 2018.

Business Agent Kartes

IUOE 39th General Convention

- Delegation approved a measure that requires all Locals to negotiate a (\$.05)/hr contribution to the NTF to support the ITCC or pay out of general fund.

Husky Superior Refinery

- Pension SPD, training, posting of schedule on the 420 website issues being worked on.
- All employees are being kept whole.
- Realized there may be a need to have EAP support when the refinery comes back on-line.

WE- Energies

- Backfilling of positions is nearing completion. There will be a few positions left open and we are working on an answer how they will be filled.
- Chairs from WPS and WE came in and we set up new communication pathways and discussed expectations.
- Letter being sent to WE managers regarding mismanagement of severance and retirement process and issues regarding vendors the company is contracting to.

Veolia

- Scheduling a second step grievance meeting on a 5-day suspension appeal.

Milwaukee Repertory Theater

- Proposals given to the theater director and we will be sitting down to negotiate next week.

ITCC

- Classes and information are being rolled out to members and letters are being sent to employers explaining the benefits and details and requesting support members to Houston for training.

Zoo Train

- Met today about design timeline and resources, will be soon requesting member support to act as mentors for the high school teams. Looking for about 20-30 people.

Part Time Business Agent Matzinger

Husky

- Working on Pension and Summery Plan Descriptions
- Possible website usage for scheduling.
- Members are being kept whole while the plant is being repaired and recommissioned.

WE

- A letter has been sent to WE pertaining to issues negatively impacting members around the processes relating to severance and retirement.

Old Business:

- The Executive Board discussed supporting district area Labor Day celebrations.

Motion made, seconded, carried to donate, in support of 2018 Labor Day activities, \$600.00 to the Milwaukee Area Labor Council, \$250.00 to the Marathon Area Labor Council, \$250.00 to the Green Bay Area Labor Council, \$250.00 to the Superior Area Labor Council, \$100.00 to the Racine Area Labor Festival, and \$100.00 to Kenosha Area Labor Fest.

Motion made, seconded, carried to purchase 72 T-Shirts for 2018 Labor Day events to be distributed to the Milwaukee, Green Bay, Superior, and Marathon Labor Councils.

- Finance Committee Report. Business Manager Maierle reviewed on behalf of the Finance Committee the 2018 projected and actual budgetary items.

New Business:

- The Executive Board discussed consistent scheduling of Local District Meetings.
- The Executive Board discussed Fall calendar planning and meetings. All day Executive Board meetings were scheduled for August 2nd in Oak Creek and October 4th in Superior. The next General Membership meeting will be held in Superior on October 4th.
- The Executive Board discussed Local 420 Charity Golf outing planning.

Motion made, seconded, carried to obtain a 501C3 for all Local 420 Charitable work.

- District Director Larson gave an update on the Husky refinery accident. The incident interviews and inventory reviews are wrapping up. Things are moving slow but the plan is to rebuild to full operation.
- The Executive Board discussed 2018 LMC Golf Registration.

Motion made, seconded, carried to add 2 golfers to our LMC Silver Membership at a cost of \$200.00.

- The Executive Board discussed Milwaukee Area Labor Council St Bens Meal Program.

Motion made, seconded, carried to donate \$200.00 to Milwaukee Area Labor Council St Bens Meal Program.

- The Executive Board discussed Milwaukee Building Trades Labor Ride. No action taken.
- The Executive Board discussed the Steward Update Renewal.

Motion made, seconded, carried to renew the subscription to the Stewards Update at a cost of \$900.00.

Good and Welfare:

- Treasurer Pipia presented information on an opportunity for Local 420 to participate as an organization in the upcoming Habitat for Humanity building projects. More information will be sent to the Membership to get a team of volunteers together.

Calendar:

- The next Executive Board meeting will be held July 5th teleconference.
- The next General Membership meeting will be held October 4th in Superior.
- See the Local 420 website, newsletter and work site postings for upcoming District meetings and events.

Motion made, seconded, and carried to Adjourn.

Meeting adjourned: By President Kelly at 4:47 pm.

Fraternally submitted by the Executive Board

A handwritten signature in black ink, appearing to read 'S Motiff', written in a cursive style.

Steven Motiff - IUOE Local 420 Recording Secretary

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