

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

August 2nd & 3rd, 2018 Oak Creek

Meeting called to order: By President Kelly Thursday August 2nd at 9:02 am.

Rollcall: 9:02 am.

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

Excused: Thursday August 2nd Vice President Rodriguez, Friday August 3rd Vice President Rodriguez, Recording Secretary Motiff, Financial Secretary Zimmerman, and Treasurer Pipia.

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

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 July Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Zimmerman

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

Started for the Month	1668
Initiated during the Month	6
Reinstate for the Month	0
Suspend for the Month	1
Withdrawn during the Month	15

Total number members in good standing **1658**

Motion made, seconded, and carried to Initiate Bridget Inostrosa MPS, Julius Brown MPS, Lindsay Bries WPS, John Witschel WPS, Eric Fischer WPS, Jeffrey Blazer WPS.

Motion made, seconded, and carried to Suspend Jason Caufield D&D.

Motion made, seconded, and carried to Withdraw Michael Ruppe HUS, Hugh Smith HUS, Douglas Neuser WPS, Charles Romanowski WPS, Jeffrey Sievert WPS, Kathleen Vanness WPS, Allen Schroeder WPS, Jeff DeWolfe WPS, Denise Biemeret WPS, Diane Lenz WPS, Adam Greene WPS, Allen Kindt WPS, Vincent Kubicheck WPS, Brice Trzesmiak WPS, Brooke Bebow WPS.

- Financial Secretary Zimmerman reported the International is requesting an authorization letter allowing initiation fee waiver for Act X Members.

Treasurers Report:

Treasurer Pipia

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

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

Organizing Report:

Organizer Weber

- Organizer Weber reported he and Business Manager Maierle are working on the Milwaukee Buck organizing drive with the potential to add 1000 new members.
- Retiree picnic to be held August 14th in Oak Creek.
- Labor Day festivities scheduled for September.
- Work continues scheduling members to attend ITEC classes.
- Organizer Weber is working with Seeds of Health Charter Schools to schedule the 32-hour introduction class for the Fall semester. The 32-hour Introduction class has been a gateway for students into the Power Engineering class at MATC.
- Work also is being done with Milwaukee Public Schools to put together a curriculum for a minor maintenance program for building engineers.
- Presented Northwoods Hardball marketing opportunity.

Political Report:

Staff Representative Hinds

Political

- A list of potential targeted 2018 General Election races were presented to the Eboard.
- A candidate questionnaire has been developed to help in determining who Local 420 will endorse. The questionnaire will be sent to candidates for the 2018 November General election.

- The Environmental Protection Agency is looking to cancel regulations that save the lives of our members. A membership action is being distributed.
- August 15 is the Wisconsin Primary Election. Volunteer activities to support the WI AFL-CIO endorsed candidates was distributed.

Communications

- Eboard minutes will be posted on the website each month
- A minimum of two emails will be sent to all members
 1. At the beginning of each month an email will be sent to all members utilizing the IUOE Empower me tool. This email will include all upcoming meetings, and special events for the month. It will also list all members who were initiated at the last executive board meeting as well as a topic of relevance for the month.
 2. The second email will be targeted to districts from Greg Hinds' email. This will be a reminder email for district meetings as well as information that may be specific for each district.
- There will be two more newsletters going out in 2018. If you have an article to submit for the newsletter, please submit to Greg Hinds greghinds@local420wi.org for consideration. There is not a guarantee that submitted articles will be included.
 1. Late August/early September
 2. Late November

Business Managers report:

Business Manager Maierle

- Business Manager Maierle announced that he will be retiring effective October 31st 2018.
- The Executive Board discussed options for filling the Business Managers position for the unexpired elected term.
- Following Article XXIV, Subdivision 1, Section (f) of the IUOE Constitution the Line Officers of Local 420 appointed Assistant Business Manager Tetzlaff to Business Manager effective November 1st 2018 for the remainder of the unexpired term.
- **Motion made, seconded, carried to accept and support the Line Officer appointment of Assistant Business Manager Tetzlaff to Business Manager effective November 1st 2018 for the remainder of the unexpired term.**
- The Executive Board discussed and approved member communications and press release pertaining to Business Manager Maierle retirement and transition plans.

Business Agents Representational Reports:

Assistant Business Manager Tetzlaff

WPS Bargaining Unit

- In both PG and CSO the only constant is change whether it is the closing of the Pulliam Power Plant or the want by Management to re-write guidelines and policies to not have to

deal with agreements. Local 420's staff is working through all of this and is in the process of utilizing Unit Chairs and Chief Stewards to interact with membership and the company to assure the CBA is followed. The CBA has not changed or is not being interpreted differently by the local, and there are no side agreements in place or being worked on. As always with any questions please contact your steward or chief steward with any questions.

WPS Energy Supply (PG)

- The Job Abandonment process has started at Pulliam. We have asked the company to have all jobs available for our members there. We attended an all plant meeting on August 1st.
- At Weston 12 hr. shift vote is complete and the shift is staying in place.
- At all plants we are dealing with shift turnover situation.

WPS Energy Delivery (CSO)

- Meetings are set to discuss Ops clerk wage review, as well as meeting about designers on the same day.
- Relay Tech job description changes are ongoing. No new news.
- Back pay issues at warehouse. Working to get the time changed on the resolution.
- Major projects has been sent out for a second vote. The first vote ended up in a 64-64 tie.
- Company and Union still discussing wages for new inspector positions. Meeting scheduled for Monday August 6th.
- 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. Discussed with attorney that the final day may not be need if the two sides can agree on what can be submitted. Waiting to hear back from WEC attorney.
- Local 420 is investigating GPS issues during the April snow storm. We received an incomplete information request and are waiting for more information. This is an important issue as technology keeps improving how do we keep management from using it against our members. Still waiting on the information from the company for badge times from management employees.

Supply Chain / Administrative Services / Fleet

- A second meeting has been scheduled to go over Unions reasons to go to an alternative schedule, still waiting for word from company. Discussed the job duties of Order pickers as to what they can do in the yard, we agree just have to memorialize it.

Husky Bargaining Unit.

- Most members will be back to their control rooms starting around July 12th. Still a handful of ERT will be kept around. We will be doing a turnaround starting August 1 to October 1. It will be only on certain units and small crews. The goal is to winterize the entire place by October. That means emptying all the lines and putting a nitrogen purge for the winter. The company has assured the government agencies involved in the investigation they will follow all recommendations they get. Everyone is getting back to as close to normal with schedules as possible. They also gave all employees this Thursday and Friday off, and if they are scheduled to work (which some ERT and operations have to) they will receive an extra day or two of vacation depending if you worked one or both days. We attended a meeting with the CEO and a Vice President

from Husky. They spoke about keeping a strong workforce as well as having the plant operational with-in 20 months. August 22nd through the 24th international refinery director Eric Wells will be attending a meeting with leadership at the plant to discuss training.

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 is in progress
- 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
- 2018-97 – Discipline

Utility Workers Coalition

- Next meeting in August at local 2150's office.

Local 420 IT update

- Online store is now on the Local 420 website

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 move to having more classes.

City of Green Bay Bus Mechanics

- On July 10, 2018 local 420 and the City of Green Bay reached a tentative agreement. It is going to be presented to the city council.

Business Agent Kartes

Husky Superior Refinery

- Work continues on Pension SPD, training, posting schedule on the 420 website.
- All employees are being kept whole throughout the rebuilding process.
- There may be a need to have EAP support when the refinery comes back on-line.

WE- Energies

- Backfilling of positions is nearing completion (one left.) There will be a few (10 PO@OCP) positions left open and we are working on an answer how they will be filled.
- An Appeal of non-selection grievance is filed for double jeopardy.
- There has been Shift turnover discussions and a subsequent letter from the company. We have drafted a response letter and will be sending it soon.
- Met with senior leadership regarding staffing, workforce development and solar projects.
- A maintenance reallocation took place. There will be no reallocation since we are short 36 throughout the system.

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. Most members signing up for multiple classes.
- There are three members in Houston this week for Welding Train the Trainer

Zoo Train

- Meeting next week to start matching different schools with resources that fit their needs.
- There may be a need for a few trainers on boilers and steam engines starting mid to late September.

Old Business:

- The Executive Board reviewed Grievance 2018-97. New information was presented by the grievance committee.

Motion made, seconded, carried to take Grievance 2018-97 to arbitration.

- President Kelly updated the Board on the “Local 420 Charities” 501C3. The application has been submitted and accepted by the State.
- The Executive Board discussed District meeting agendas, minutes and education. The educational piece recently added to the meetings has been well received. Additional efforts will be made to increase member attendance.
- Staff Representative Hinds gave a District Communication update. There has been positive reviews from members on the recent Emails and newsletter. The next issue will be out October 2018.
- Assistant Business Manager Tetzlaff updated the Board on Steward training efforts and feedback received.
- The South golf outing raised over \$4000.00 for charity.

New Business:

- Office Staff admin Lenore Lenton provided the Board a detailed Six-month financial performance for 2018.
- Director Weber provided information regarding a Minimum Dues increase. New members will be charged \$20.00 and existing members will see an increase to \$20.00 January 1st 2018
- Assistant Business Manager Tetzlaff reported on a recent member issue with FMLA/Sick Leave. The case will have impact on the Local.

Motion made, seconded, carried to authorize the use of Local 420 Counsel to represent the FMLA/Sick Leave issue.

- The Executive Board reviewed the 2018 Marathon Labor Day Parade Booklet letter request.
- The Executive Board discussed the 2018 Utility Workers Coalition.

Motion made, seconded, carried to authorize and send up to 25 delegates to the 2018 Utility Workers Coalition.

- The Executive Board discussed Citizen Action of Wisconsin 2018 Membership.

Motion made, seconded, carried to authorize \$650.00 to renew 2018 membership to Citizen Action of Wisconsin.

- Director Weber presented an HVAC upgrade Estimate to the Board for consideration. Several additional estimates will be put together for review.
- President Kelly reviewed Local 420 Business Manager salary formula and timeline for Business Manager wage.
- The Honor Flight Northland Thank You Letter was read.

Good and Welfare:

- Condolences were sent to the family of Brother Gary Smallwood who recently passed away.
- Treasurer Pipia reviewed the success of the Vieau School charity effort by Local 420.

Motion made, seconded, carried to authorize utilizing \$1200.00 credit card points to support “in need” schools for the 2018-2019 school year.

Calendar:

- The next Executive Board meeting will be held September 13th Teleconference.
- The next General Membership meeting will be held October 11th 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 Friday August 3rd at 12:15 pm.

Fraternally submitted by the Executive Board



Steven Motiff - IUOE Local 420 Recording Secretary

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