

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Minutes

October 11th, 2018 Superior

Meeting called to order: By President Kelly Thursday October 11th at 12:00 pm.

Rollcall: 12:00 pm.

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

Excused: District Director Voskuil

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

Guests: IOUE Regional Director Todd Smart, and IUOE Regional Representative Ryan Oahlhof, Guard, Auditor Jelsma, and Unit Chair Schlickter.

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 September 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	1637
Initiated during the Month	5
Reinstate for the Month	3
Suspend for the Month	0
Withdrawn during the	52

Total number members in good standing **1593**

Motion made, seconded, and carried to Initiate Cory Polakowski MPS, Dave Secor MAC, Nathan Ewers WPS, Coby Beauchaine WPS, Tyler Ous HUS.

Motion made, seconded, and carried to Reinstate Jeffery Thomas MPS, Carla Brinkley-Thomas MPS, William Koepke WE.

Motion made, seconded, and carried to Withdraw Scott Kallie WE, Rodney Kirschbaum WE, Scott Klase WE, Steven Lange WE, Joshua Lazaro WE, Don Look WE, David Lorge WE, Dean Maney WE, Steven Mann WE, Robert McGill WE, Tommy McGowan WE, Paul Melenchu WE, Carol Merkovich WE, John Mingesz WE, William Nolin WE, Donald Paasch WE, Maurice Pendergas WE, Richard Pokett WE, Lawrence Randell WE, Mark Reidy WE, Arthur Reimer WE, Jeffrey Wunsch WPS, Christian Dekok, WPS, Michael Milkey WPS, Gerald Maas WPS, Steven Alberts DOM, Randall Budnik DOM, David Dagneau DOM, Steven Langer DOM, Stephen McGuire DOM, Walter Michalik DOM, Walter Michalik DOM, David Sabin DOM, Michael Wickman DOM, Jeffery Anderson WE, Allan Baranows WE, Geoffrey Beals WE, Anne Contreras WE, Michael Donath WE, Karl Fuhrman WE, Joseph Gannon WE, Charles Gillessen WE, Mark Glembin WE, Phillip Gliszinski WE, Joey Goines WE, Kenneth Goltry WE, Keith Herrick WE, James Kalmarz WE, Milan Plavsic MPS, Kenneth McIntyre MPS, James Knitter MPS, Steven Stefanovic MPS.

Treasurers Report:

Treasurer Pipia

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

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

Organizing Report:

Organizer Weber

- Organizer Weber reported the recertification of 220 MPS members will be ongoing October 31st to November 20th. This is of significant importance because of their participation at the ITC.
- The Milwaukee area Athletic Club will be closing for one year and may affect 3 members.
- At ABM, Northwest Mutual Life the tentative agreement has fell apart due to new management backing away from negotiations.
- The Local 420 retiree group has had 2 meetings. A possible member only benefit package is being explored that would provide very low-cost benefits to members and retirees. Kick off meetings are planned for mid-November.

Political Report:

Staff Representative Hinds

Political

- Staff Representative Hinds provided data and requested Local 420 endorsement for Gina Wallington in AD 61.

Motion made, seconded, carried to endorse Gina Wallington for Assembly District 61.

- Local 420 has adopted a night on the phones in Milwaukee on Monday October 15 at the WI AFL office. Canvassing will also be available. All members are encouraged to participate and support our labor friendly candidates.
- Our Green Bay office is open for canvassing on Saturdays and election weekend which will be Thursday Nov 1-Tuesday Nov 6. Greg Hinds will run the activities in Green Bay. There are other locations around the state. All members are encouraged to participate and support our labor friendly candidates
- Local 420 has 4 International staff representatives scheduled to be in state to assist with the election.
- The budgetary plan for the PAC funds are to spend them down for the 2018 mid-term elections.

District Education

- Staff Representative Hinds reported a PowerPoint has been created based on the 2017-2018 WI Legislative Session which will be presented at the GMM meeting.

Communications

- Business Manager letter going out to members October 16.
- 420 GOTV Postcard going out to members October 20.
- UWC/IUOE election postcard will be in mailboxes approximately November 1.

Business Managers report:

Business Manager Maierle

- Business Manager Maierle conducted Executive Board refresher training. And led a discussion on the IUOE Training Center which included participation, expenses, and feedback.
- Business Manager Maierle thanked all of the Executive Board for their efforts and selfless commitment to labor and working people.
- President Kelly thanked Business Manager Maierle for his many years of dedicated service and leadership.

Business Agents Representational Reports:

Assistant Business Manager Tetzlaff

WPS Bargaining Unit

- Positions are still not being filled. Company is causing issues with benefits to cause conflict and get the local to re-negotiate or agree to different intent.

WPS Energy Supply (PG)

- The Job Abandonment process at Pulliam is almost complete, local 420 Unit Chairs have stayed involved throughout the process with weekly updates. They have made sure all the jobs that the company would allow were available.
- Working through turnover issue for 12-hour shifts. Local 420 will not sign an agreement and is treating it as time worked is time paid.

WPS Energy Delivery (CSO)

- Operations Clerk wage review is completed. Local 420 told them we were not accepting their offer.
- Relay Tech job description changes are ongoing. No new news.
- Back pay issues at warehouse - we have agreed to a settlement in principal.
- Company and Union still discussing wages for new inspector positions. In company hands
- Attachment F committee has met and also started working on storm issues as well. They are reporting to the Energy Delivery chief stewards. The 2019 on call schedule is also been released. The company has also exercised its option to have the process turned on and off throughout the year.
- 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. Briefs are being filed to arbitrator.
- Local 420 is dealing with the GPS issues in Two Rivers. Received the information and having a hard time pin pointing what supervisor was watching. Also, there is no signed agreement with the company so this is of most importance going forward.

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. Company gave us a proposal and it will be sent to the mechanics.
- 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

- The refinery is winterizing and doing small maintenance turnarounds. We are working with the company to have them use IUOE refinery training.
- Husky wants Lab positions to do be trained in testing processes for tier 3 products.

Grievances

- 2012-0083 – Material Delivery (in abeyance until 2016-0016 is resolved)
- 2016-0007 – Paper Plates & Cutlery and Past Practice
- 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 - Settled
- 2018-65 – Fox Discipline
- 2018-64 – Fox Cancellation of OT/vacation call back.
- 2018-47 – Automotive Temp Transfer
- 2018-97 – Discipline - going to arbitration

Utility Workers Coalition

- Had conference in Madison. Meeting in October

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

- Tentative agreement has been ratified.

Business Agent Kartes

Veolia

- Met with other union Business Reps that represent workers at Veolia and discussed a global strategy for bargaining with the company.

WE- Energies

- There is some question as to if the company will fill some remaining throughout the system. Met with company to discuss filling the remaining vacancies at OCPP and a decision is pending.
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- Second step meeting for non-selection (double jeopardy) grievance took place on October 4 awaiting a response from John Klezscynski.
- Senior Power Plant Mechanic positions being posted November 7th
- There have been Shift turnover discussions and a subsequent letter from the company. We have advised the company that we are ok with them implementing the practices as written but are not willing to sign the document and in turn supersede any previous agreement or AWS
- WE benefits department has contacted us and would like to make changes to retiree health care. The only changes for the WE retirees are to add some voluntary health management options.

ITCC

- Continuing to sign up and send members to classes.
- Have 3 EO's from SBMH and 2 gas workers from WPS going to Houston for excavator and backhoe class.

Zoo Train

- Kickoff event was held at the Zoo September 25th.
- Zoo Train staff has asked for 2-3 industry mentors and currently have gotten one to sign up.

Old Business:

- Business Manager Maierle reviewed the 2018 Local 420 budget progress from January to September.
- President Kelly updated the Executive Board on the Local 420 501-C3. The Charity committee will meet to finalize the Non-Profit status.
- Part Time Business Agent Matzinger reported WEC benefit information being given out by the Company over the phone has been in error at times. Members may need to verify Benefit Information with the Company or the Local.

New Business:

- Part Time Business Manager Tetzlaff reported work is being done to trademark the Local 420 logo.
- A sponsor request from the Western District for support of Myteamtriumph was received September 27th. Business Manager Maierle requested, received, and provided information details about the event and the organization. Because of the timing of the event an email vote was called by President Kelly.

Motion made, seconded, and unanimously carried by all respondents to support with a donation of \$250.00 to My Triumph Team fund raiser.

- The Executive Board discussed a Zone Baseball sponsorship request. No action taken.
- The Executive Board discussed a Wausau West hockey sponsor request.

Motion made, seconded, carried to sponsor the Wausau West Area Hockey Program at the \$500.00 level.

- IUOE Regional Staff Todd Smart and Ryan Oahlhof updated the Executive Board on the current status of Union labor in the region and on ongoing organizing efforts.

Good and Welfare:

- President Kelly reported District Director Voskuil out with an urgent surgery and wished him a speedy recovery.

Calendar:

- The next Executive Board meeting will be held November 8th Teleconference.
- The next General Membership meeting will be held in March in Wausau.
- 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 Thursday October 11th at 4:18 pm.

Fraternally submitted by the Executive Board



Steven Motiff - IUOE Local 420 Recording Secretary

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