USW Local Union 1066 Regular Union Meeting Minutes: July 19, 2017

* The meeting was called to order by President McCall and the Pledge of Allegiance was recited.
* Roll Call of Officers and Grievers was taken by Lou Colon.
* Minutes from previous meeting were read by Lou Colon. A motion to accept them as read was made and seconded. Ayes carried and the motion passed.
* **Communications read:**
* **Treasurers Report:** Given by Treasurer Greg “Rico” Garcia. Motion was made to accept the report as given. The motion was seconded. Ayes carried and the motion passed.
* **Financial Secretary’s Report:** Given by Treasurer Greg Rico Garcia for Lisa Popplewell. A motion was made to accept the report as read. The Motion was seconded. Ayes carried and the motion passed.
* **Staff Report:** Given by Rob Popplewell in Jim Flores absence. Jim, Rob and Joe met about Contracting Out cases. We are awaiting dates for the appealed grievances from last month. Jim submitted a 6 day letter on an information request to the company. The roll shop money recoupment was discussed with Jim. The company has a position that they should not have to pay out everything. They are trying to prove to us that their calculations are correct. We disagree. Jim is keeping on the company to get the recoupment money paid.
* **Chairmen of Grievance Committee:** Given by Rob Popplewell. The grievance committee met with the company in 2nd step. There were 15 cases heard, 4 were comped for monetary losses determined in dispo, 1 was withdrawan, 1 was held by the parties and 1 was held by management. If there are any questions, please contact your griever or see Rob after the meeting. I had a meeting this morning with Jim Flores and the lawyers from the International pertaining to clock in and clock out times. The question is the legality of the company requiring us to clock in 6 minutes before and 6 minutes after. They are looking into and we should have an answer on the legality of that. There are also grievances in the system where people were required to stay after their shift that they are entitled to overtime pay. As we progress this issue both legally and through the grievance procedure we will keep the grievance committee informed to inform the membership.
* **Maintenance Planning Committee(Contracting Out):** Given by Joe Bavuso. We had one new grievance in 2nd step for contracting out. I received Dispo back for 4 grievances. Two were denied. I requested minutes for those and the other 2 also. We also had a meeting about the company calling everything new construction. We met about a new demineralization plant for the 5 & 6 ETL lines. There will be more meetings for what they are calling new construction and we will see if they meet the requirements for new construction. Next week is a 56 hour week for maintenance. If you are not getting it, let your griever know. We need everyone to sign up for overtime so we can track that they are complying. That is the only way we can tell that they are giving you your 56 hours. If you are in production and are willing to do labor or firewatch, go to

your griever so we can let management know. They should be offering it to you before they bring contractors in. We met on the lighting project with new lights going up everywhere. We are more than capable to do this work, we have done it and we should be doing it. We have done everything under the language so far. Friday we requested an expedited arbitration date.

* **Safety Report:** Given by USR/JUM Mike Roney. We will be auditing the South Sheet Milll at the end of the month. You may see teams all over North and South Sheet and the Hot Strip. They are conducting fatality prevention audits. Feel free to talk to them. They are both union and management and are here to assess the life threatening programs and to make sure we use and follow them. They are here to “get the snakes out of the grass”. It is hot and humid as we are working long hours and downturns. Stay hydrated.
* **Incentive Committee Report:** Rop Popplewell reported that the incentive lock for the 2CA crews has been extended for 4 pay days until September. We are working on transportation. There is an issue where the TM84 is negatively effecting their incentive. We are working to remove the

TM84. We should have an answer by the end of the week if the company is going to do that. The 84 Roll Shop, there are 10 cases that they originally denied that the company pulled back because they wanted to make an agreement. We fell short on making an agreement. We were not comfortable with some of the language. We had a few examples of the company not paying for manual alignments. They are going to pay a correction of errors. It amounted to anywhere from 6-10% per turn. For the service crew in North Annealing, we received the outlook for the 2nd half of the year for sheet and it is worse than the first half. This makes it very hard to negotiate incentives, however, the company knows that it is one of my top priorities.

* **Presidents Report:** President McCall reported that there were some issues with ICD because of the company. That has since been resolved and the new class catalog is being mailed shortly. The golf outing was a success. The winners were posted this week. Thank you to everybody that made it a great event. The waterpark event is this Friday. We are looking for more family events to do, we are open to suggestions. Brother Matt Novak suggested an event at Wicker Park. Dierre “Big D” Kelly was sworn in today. When I first took over and during negotiations many people were coming to the meetings and being involved and participating positively. However these last few meetings people have been very negative and people talking over each other. The executive board is assembling a by laws committee and will be creating rules for meeting conduct and what is allowed in the hall and that will be added to the by laws. The Department of Labor conducted a compliance audit on the local. That audit is now complete. The auditor commended us on our record keeping. We need to have an inventory of the items in the hall to maintain accountability of those items. Back in 2001, the monthly stipends for the Executive Board and Grievance Committee was changed without updating the by-laws or getting the approval of the membership and sent to the International and the Department of Labor. We also need to type our minutes. The rest of the report states we were in complete compliance with all of our record keeping and financial practices. President McCall discussed what it was like first hiring in and working with the old timers who fought for the rights we enjoy on the shop floor now and how he learned from him. The point is we need to have solidarity coming up because the writing is on the wall what the company wants to do to the contract next year. They want to change everything in the contract. The success of the union comes from 10 brothers and sisters standing together and telling the boss “We aren’t doing that”, not just from filing grievances for violations of the contract. Right now we are faced with the company wanting us to do more for less. We have to give it back to management.
* **New Business:** Lou Colon read a letter sent to Brother Braniff Laster about charges being brought against him. A couple brothers questioned the events to bring the charges. President McCall did supply information to the events.
* **Executive Board Recommendations:** Lou Colon discussed the Executive Board nominated and voted on a Trial Committee. The Committee will be chaired by Brother Joe Bavuso, Marcella Ruffin, and Dana Follow with Debby Mays will serve as an alternate. This was recommended to the membership. A motion to accept the recommendation was made and seconded. Ayes carried the vote and motion passed.
* **Reading of the Bills:** Louis Bain read the bills. A motion was made to accept as read. Motion was seconded. Ayes carried. Motion passed. Bills were accepted.
* **Good & Welfare:** The list of deceased members were read, a moment of silence was observed.
* With the regular order of business concluded, President McCall called the meeting adjourned.