

USW Local Union 1066 Regular Union Meeting Minutes: January 17, 2018

- The meeting was called to order by President McCall and the Pledge of Allegiance was recited. -A motion was made by Duane Joyner to suspend the rules and to read the proposed by-law changes. President McCall denied the motion explaining the International By-Laws called for the by-laws to be read in regular business of the meeting.
- Roll Call of Officers and Grievers was taken by Louis Bain.
- Minutes from previous meeting were read by Louis Bain. A motion to accept them as read was made and seconded. Ayes carried and the motion passed.
- **Communications read:** Letter of recognition from the Salvation Army for our participation in the Angel Tree program helping supply toys to almost 1400 children in the area.
- **Treasurers Report:** Given by Maria "Lisa" Popplewell gave the report for 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 Maria "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. We will be meeting on Monday. We have 22 cases to be heard in third step.
- **Chairmen of Grievance Committee:** Given by Rob Popplewell. Today we heard 44 cases with the company. 15 were denied, 10 were answered in Dispo, 5 were held for parties, 8 were comped, 6 were held for special meetings that will be held this Friday. Pat McNeil asked if 56 hours was the minimum or the maximum that maintenance should be receiving. Chairman Popplewell answered 56 hours is the minimum you should receive.
- **Maintenance Planning Committee(Contracting Out):** Given by Joe Bavuso. There were 5 cases that were denied that we are waiting on minutes from the company. In the maintenance planning committee we have expressed out concerns about the amount of contractors in the plant. Back in June, through B-5 of the contract we made a proposal to the company of how many maintenance people that should be hired. The company did not respond, so we delivered the proposal again. We proposed that 52 maintenance personnel needed to be hired. We met with the CEO and explained what we needed and that helped provide movement. The company proposed hiring 30 total maintenance personnel. They are now posting for MTE's to move before they hire. They now are hiring 17 MTE's. Following B-5 of the BLA we sent the company a notice that the June proposal was our final proposal. We have forwarded all the paperwork to the President of the Negotiating Committee, Tom Conway to attempt to get resolution. If not it will go to arbitration. If you are not getting the hours you want in maintenance, please let your grievers know. If you are in production and want overtime, contact me(Joe Bavuso) @ 7059.
- **Civil Rights:** Given by Clifford Sandifer. You are working in a hostile work environment in many different ways. Management changes things to suit themselves. Management talks to the

workers as if they have no rights and are beneath them. If this is happening in your area get a group and make a list and get it to me. There are symbols appearing out in the workplace that are inflammatory and causing a lot of divisiveness. They are going in the wrong direction in the type of behavior we are having out here. If we stop this and don't let management game us we will look more united.

- **Safety Report:** Given by USR/JUM Rudy "Duke" Mance. Last week we audited the South Pickle. This week we will be auditing the North Pickle. Make sure you are getting and following your SJP's and ECP's. Make sure they are giving you a pre-task and if they do not give us a call.
- **Women of Steel(WOS):** Given by Pam Thompson. There will be a girls night out on January 30th here at the union hall. There is a woman's march this weekend in Chicago. If you are a woman in the local please give your contact info to Pam to stay in the loop about upcoming events.
- **A report was given by Byron Stallworth about the Civil Rights Conference that was attended by members of the local.**
- **Presidents Report:** President McCall discussed the Civil Rights conference, pursuing a B-5 grievance with Conway and a training proposal. They are doing a lot of hiring in the plant, upwards of 400 people here at the Gary works plant. The company is behind the 8 ball in hiring, especially in maintenance. Chris Sills asked about the company properly utilizing our maintenance personnel and stop using contractors to repair doors and plumbing and having East Side maintenance personnel come over to work. President McCall and Maintenance Planning Committee Chair Joe Bavuso explained that there are grievances on the contractors, however they are able to bring maintenance personnel from the East Side to work and we are constantly working to gather data to show the company the cost of their mismanagement and the way they inefficiently utilize maintenance. Randy Wlordarski added that using the JUM is an option to get the contractors kicked out. JUM/USR Rick Moore stated they are aggressively watching the contractors and getting them kicked out when possible. Harry Stewart stated that he has work orders in on safety showers and other issues that are not being taken care of. President McCall discussed why the By-Laws were being proposed to be changed, reasoning behind the changes, the labor board audit and opened the floor to conversation about the by-law proposals. Discussion was had about the Chairman of the Grievance Committee proposed change. Comments and questions were made by Duane Vern Joyner, Mark Lash, Matt Novak, and Tom Walla.
- **Unfinished Business:** none.
- **New Business:** The proposed updates to the by-laws were read. By-Law Articles 1-5 were accepted by overwhelming majority. After Article 5 was passed, Mark Lash stood up and made a Point of Order, requesting a split of the house. President McCall explained that the article passed and there would not be any point of order or splitting of the house. Article XX was read and voted on. A split of the house was made. The overwhelming majority of the membership voted down the proposed article change.
- **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. There were 163 members that attended the meeting.