Union Meeting Minutes: May 17th, 2017

* The meeting was called to order by President McCall and the Pledge of Allegiance was recited.
* President McCall announced the retirement of John Arroyo and the appointment by the Executive Board of Louis Bain II to Recording Secretary.
* 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:** Two letters from the International for the upcoming election of International Officers and District Directors, a letter from the International District Director about the Memorial Day Massacre Ceremony, and a letter from the international about the Women of Steel Conference.
* **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 in her absence. 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 Flores is in training at the International for approximately 4 weeks. Rob is awaiting on the company for a date for the next 3rd step meeting. Everything that is in 3rd step is unchanged from last month except for three cases. The union plans on appealing them. One is a discharge, the re-assignment, and crew leader grievances. The recoupment money is still being argued what everyone is entitled to, the company is playing games with what the liability is. The Layoff Minimization Plan arbitration award was sent to the local with payoff amounts for the 9 brothers. Rob will review it to make sure the amounts are correct so those guys can be paid.
* **Chairmen of Grievance Committee:** Given by Rob Popplewell. Met with the company in 2nd step. 30 cases were heard, 7 cases were denied, 10 are in Dispo, 10 were comped for monetary amounts, 2 were held, 1 has a special 2nd step on Monday, May 22nd. Any questions please contact your griever or Rob Popplewell. Rob spoke about incentives. They got the company to commit to meet every Friday on incentives. The last two Fridays the company cancelled on them. We started with 52 cases and we are down to 36. We are trying out the differences, whether it is monetary amounts or changes in the plans. I am in regular contact with Rich. There has been some progress on incentives such as the ETL lines. Rodney Simmons stated that he is still unloading trucks at the 48TM. Rob took some information and met with Rodney after the meeting. Chris Uylaki asked if there was an agreement made on the 2 CA incentive. Rob said there was not. Sam Reed asked where we stand on getting incentive for breaking in. Rob stated that they continue to meet with the company about this issue. All the grievances have been denied. The company is continually trying to wrap four issues together into one agreement: Code 5 & 6, West Environmental, Maintenance, and the recoupment money. Rob stated he has appealed the Code 5 & 6 grievance to the 3rd step. He is awaiting getting the minutes form the company. Doug Lilly stated we should all stick together and no one should break in. President McCall said that we all have roles to play in the process. The President, The Chairman of the Grievance Committee, the griever, and the membership. We all have to do a better job of being on the same page in matters.
* **Civil Rights:** Given by Clifford Sandifer. Clifford introduced the newest member of the Civil Rights Committee Stacey Robinson, from the East side Labor Gang. He doesn’t have a lot of time but they have a lot of problems there. There are some issues that we are meeting with high levels of the company on management treating our people with dignity that come here to work.
* **Veterans Committee:** Given by Ryan Kominakis. The Veterans Committee will be putting flags on veterans graves on the Friday before Memorial Day. We have flyers for that. We will be posting different Memorial Day ceremonies in Lake, Porter, and LaPorte Counties and Illinois onto the Facebook pages.
* **Trustees Report:** Given by Curtis Maybone.
* **Safety Report:** Given by USR/JUM Dave Mallot– South Sheet Mill will get audited next. With warm weather coming, remember to stay hydrated.
* **Community Outreach:** President McCall reported we will be doing Habitat for Humanity in June. We will need at least 10 volunteers.
* **Presidents Report:** President McCall is working very aggressively with all of the committees to get them tied together. We need to be compassionate towards each other, we need to be empathetic to understand what it is like to be in someone else’s shoes, and we need to look out for one another. When something happens to one of us we need to be angry about it and address it. President McCall answered questions about the learner testing. He also stated that they are currently fighting with the company over ICD. However, the program has not been stopped and you can still go register and take classes.
* **Maintenance Planning Committee(Contracting Out):** Given by Joe Bavuso. There are seven new grievances that were put in. We are getting the minutes from three grievances that were denied so we can put the exceptions together and push them up. There is a grievance in on the guys that signed the OT canvas sheets for the hot strip mill outage in the Tin Mill and did not get to work. The company has offered for them to make the hours up in their department. Maurice Thompson is checking to see if they are willing to do that, if not the grievance will have to follow the grievance procedure. There are two grievances in the system where the company hired contractors without utilizing production workers.
* **New Business:** Discussed the Workers Memorial Ceremony.
* **Executive Board Recommendations:** The Executive Board and President McCall has discussed the need to update the by-laws. We will be assembling a By-law Committee to do that in the coming weeks.
* **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:** Greg Rico Garcia said the JUM and Management went out and conducted an audit for lock outs at the Hot Strip Mill with the condition they find anything there would be no discipline. Discrepancies were found in paperwork, how people were placing their locks, and they found one bad situation where a couple of our guys though something was locked out but the equipment was not. You owe to yourself, your co-workers, and your family that when you hang a lock, to try the lock out. You have the right to check the locks and verify the lock out. If any manager challenges you if you tr to do that, call the JUM and they will take it from there. We put two more names on the memorial on Buchanan St in the last 10 months.
* 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.