USW Local Union 1066 Regular Union Meeting Minutes: June 21st, 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 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:** A letter from the District announcing the dates of the District 7 Conference, Illinois Labor History Society
* **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 Jim Flores. He was in Pittsburgh most of May in training and bargaining. Prior to going to Pittsburgh, he and Rob Popplewell had a third step. 13 cases were heard. 3 were settled, 2 were S&A claims and 1 was the crew leader pay. The company held 8 cases for more information and held 2 of them. 1 was appealed to arbitration, which is a discharge case, and we are going to appeal the force reduction, we are waiting on the company to provide their disposition on that and they have sat on it. The company says that they will get that to me tomorrow, June 22. I told them I was submitting it to arbitration with or without their disposition. I asked for him for additional step 3’s. In conversations with Rob, the company has been really sitting on the 2nd step minutes which are delaying the process quite a bit. We have about 15 cases waiting to come my way. That is why I asked for the additional step 3 date, to put the fire under the companies feet and get them to expedite their 2nd step minutes. That is the company for you. That is the way they play the game.
* **Chairmen of Grievance Committee:** Given by Rob Popplewell. Met in 2nd Step with the company today. We heard 21 cases, 3 were denied, 3 were special 2nd’s, 3 were withdrawn, 3 were comped for monetary amounts, we have 6 more that are monetary amounts that are getting answered in Dispo. The 9 guys from the layoff minimization plan did get their pays and they were correct. Additional to this, 5/25 & 5/26 we had an additional 2nd & 3rd step with the company, we heard 53 cases, these were cases that were denied in 2nd and heading on their way to 3rd. We pulled them back and reheard them. 12 were comped for monetary amounts, 11 were withdrawn, 20 were denied, and 10 were held by the parties for more information.
* **Maintenance Planning Committee (Contracting Out):** Given by Joe Bavuso. We heard 4 new cases, 2 we are waiting for dispo, and 1 we are trying to set up a meeting with the company to get more information on both sides to discuss reduced turns in the pickle. They are pickling coils on the outside. I need to get more information from the right people and get them into that room so we can figure out the problem. We revisited 2 that were on their way to 3rd step. I was waiting on the minutes, however we were able to rehear them and wait on dispo to see an answer on why they were denied.
* **Incentive Committee Report:** Given by Rob Popplewell. Incentives are a pain in the butt. I have been pretty successful in the last couple months to get the company to meet on these. On 6/8 we heard 32 cases, 2 were comped, 2 were withdrawn, 22 were held for more information, and 6 were denied. We do meet again with the company this Friday on the 22 cases to get a resolution. The company did deny all 8 cases from the hot strip mill roll shop. We did request the minutes on those. On the 2CA side, there was a hard push to work on that. It was done by both the union and the company; we will have to give them a little credit for that. They locked those guys in at 140% on the 8 of May and will conclude on the 7th of July while they come up with a better plan for them. It was all about the integrity. We did meet on Monday with a bunch of guys from the 2CA and their griever and assistant griever. We do have a meeting at 1 o’clock on Friday with management and labor relations to steer this boat in the right direction.
* **Presidents Report:** President McCall discussed what Rob was reporting is being addressed. 2CA was a big win for us. We are working on a plan for those people. The hot strip mill roll shop incentive cases. Every month we lose members. Those members have about 30-50 years of service. Those people were the same people were the ones that were active in the union, on the shop floor participating. When those people started, they didn’t have incentive plans, insurance plans like what we have today, the safety committee doing the work they do today. All of those things that we have today were built out of their unity, and their strength and we enjoy those things today. We have to do our part in protecting that. There are a lot of practices in the departments that are getting lost with the people that go. That combined with the high turnover of managers in areas, a lot is being lost. I spoke with people in the hot mill. There are a lot of opportunities with short operations and other delays that are in their plan, which they are not taking advantage of and it is just because they just don’t know. It is important with those people with more years to go out and have conversations with people and let them know what is happening and what they could be missing if something isn’t being handled properly. President McCall talked about the golf outing coming up on July 7th. All the morning tee times are booked. We still have 1 o’clock tee times. It is at Summer Tree golf course and Starts at 9 AM shotgun start. The water park will be July 21st. We will start giving and selling the tickets on July 10th. Brother LC stood up and stated that “our union dues are more than our incentive”. What do you guys know about our incentive? He stated that they work real hard while on day turn and then have nothing on the nights/back turns. Please work on their incentive. Management disrespects them, telling them they are nothing more than a service crew. President McCall and Duke were over there talking to the people in that area recently. President McCall said that there was an incentive change in 2012. When it was rewritten, they changed all of the conditions in that incentive plan to meet the conditions that were happening at that time. Conditions have changed and now the plan is not performing the same. They don’t ship off of rail as much anymore, they ship directly off of the 5-stand, and they don’t anneal as much as they use to. It is recognized and there are people working on figuring out what could happen over there. Rob Popplewell stated that he sat down with the company last week on all the grievance that were in annealing, they know that there needs a correction. What was a 4 to 1 cost savings is now a 1 to

4 loss for them. It is being looked at. There are grievances in the system. Chris Klein stood up and said that the company is attacking all of the finishing operations. We all need to stand up and fight. President McCall said “We all need to come together on this in spite of our differences, whether you are black or white, male or female, what god we believe in, - guns, gays, whatever- this is all of our fight. This company is attacking us on all kinds of things. But, if you walk into their war rooms or get to look at their KPI screens, all of their goals are being met. Every one of them.” Doug Lilly stood up and proposed that if our union officials don’t do their job they don’t get paid. President McCall said that we are all elected. At the end of three years the membership gets to elect somebody else if they feel that somebody did their job. The company pays attention a whole lot better when they see the body of the union sticking together. When they see an area that isn’t sticking together, they take advantage of that. A perfect example is the pay issues of Code 5/6. They were paying the younger guys different rates than the older guys on the lines. Harry Stewart stood up and said that what President McCall was saying sounds exactly like what Presidents Kranz and Watson use to say. It use to work pretty good back then, it should work now. Frank Pokrywczynski talked about how we need to direct our anger not at our union officials, but at the company who is causing all the issues. Griever Maurice Thompson stated that it does work. He spoke about showing solidarity on the shop floor and the changes it brought in his department. William PW Fulton talked about the unbreakable 4x4 board that union officials have. He spoke about how it was made from the successes of those that came before us. He continued to speak about how that board gets broken by our brothers and sisters actions on the floor every day. Greg Rico Garcia spoke about how things were fought for with Jerry Watson in the hot strip mill. Rico said that we need to use our network and trust our network. Because if we don’t the future looks real bleak. Morgan Hamlin stood up and asked who is replacing Louis Bain at the Outer Guard position. President McCall said that the executive board voted on it today and that it will be announced later in the meeting. Morgan asked a question about his time sheet print outs. He is noticing differences in his incentive and believed that it was the Code 39’s and Code 6’s he has on his check. Rob Popplewell said that they act similar and that should not be the issue and to please bring in his hour sheets with job codes on it so he can help explain it and see if there is anything wrong with the way he is getting paid. Mark Langbehn stated that whenever he needs any help in his area with issues, that crane repair 100% of the time supports him, in spite of a lot of them being messed with lately and that we should all thank them for that. President McCall stated that since McKenzie has come in and the company rolled out Oracle, that the company is looking for ways to mess with us on the microscopic scale. He said that the brothers and sisters not getting paid to be trained in new jobs have a grievance that is progressing to arbitration for this. He believes the case is strong and that we will win it, because they are trying to change existing practices. This is a case where upper management wants to try to put pressure on us for their inability to manage training. So they cut the incentive thinking we will try to break in faster on jobs.

* **Safety Report:** Given by USR/JUM Jerry Jordan. The Safety Committee audited the Tin Mill. The Roll Shop and Maintenance. They found some areas that needed some work. They forwarded their findings to management for correction. Next month they will be auditing Tin Mill Cold

Reduction. Also, it is time to turn in your fall protection harnesses and lanyards for inspection.

It’s hot out – stay hydrated. Cool off somehow, take plenty of breaks. A lot of people are going on vacations, but stay focused on the job while you are there. Remember to get all the ECP’s, SJP’s, and pre-task plans before you start your jobs. If you have any issues at all contact your USR’s.

* **Executive Board Recommendations:** The Executive Board met today and made the recommendation to appoint Dierre “Big D” Kelly as the new Outer Guard. Also, the board read the correspondence for the District 7 conference. They recommend sending 8 members to the conference. President McCall aired the motion to send 8. Motion was seconded. Ayes carried the vote. No Nays. In filling the Outer Guard vacancy, the Executive Board had 3 names, John Long, who rescinded Dierre Kelly, and Kerry Shotwell. Through discussions Dierre was decided to be the nomination and will be sworn in at the July meeting as the Outer Guard.
* **Unfinished Business:** There was none
* **New Business:** Recording Secretary Louis Bain announced the dates of the International and District 7 nominations will be held at the September 20th regular union meeting and the elections will be held Tuesday, November 21st from 6 am – 6 pm. President McCall spoke about the use of Facebook. He said that people are reporting non-factual happenings and statements from the meeting that did not happen. Anything posted on Facebook is not official. President McCall said that the use of social media by the union and for the union is meant to educate and inform and bring the membership together. There are some who are using it as a decisive tool to divide the membership on a regular basis. Please remember that when the people post negativity, remember to ask who is doing what to take care of the issue.
* **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 was read, a moment of silence was observed.
* With the regular order of business concluded, President McCall called the meeting adjourned.