USW Local Union 1066 Regular Union Meeting Minutes: August 16, 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:** Letter from Brother Braniff Laster. Letter from International Secretary Treasurer Stan Johnson about the International Election Candidates Nominations Certification.
* **Treasurers Report:** Given by 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 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 Jim Flores. The case that we had to submit a 6 day letter on, the 5-5-6 case on the force reduction has been docketed and is awaiting a date. We have been in contact every week with Luke McElfresh about the roll shop recoupment. Luke stated that that will be delayed further because Brian Cheek tendered his resignation. We told them we will ask the board of arbitration to intervene, since we have been waiting on recoupment since December. The letter was sent to the board this week.
* **Chairmen of Grievance Committee:** Given by Rob Popplewell. Met with the company in 2nd step today. We heard 40 cases, 9 were denied, 18 were comped, 4 held for parties, 3 answered in dispo, 1 withdrawn, and 4 held per the union. Some agreements were made with the company. Rob discussed the agreements; West Environmental to be paid for maintaining their licenses, training pay (Code 5 & 6), Roll Shop incentive and roll expectancy, and maintenance agreement. Rob answered questions from Tim Asher, Mark Lash, Chris Sills, Dave Thorn, Matt Novak, and Bruce Gallagher.
* **Safety Report:** Given by USR/JUM Duke Mance. Last month we audited the 6-std. We found some unsafe conditions. We also went over to the Tin Mill QA lab and audited the lab area. It was deplorable. The foreman dared us to call OSHA. Our people should not have to eat in places like this. There was mold and paint chipping off the ceiling. If there are conditions like that in your area, give us a call. You do not have to work in those kind of conditions. OSHA came in the plant. We talked about the circuit breakers in the plants. OSHA is not as strong as we think. The company kept telling OSHA “yeah, we are working on it”. We had to tell OSHA that the reason they are still working on it is because they have cut the shops down to nothing so there is nobody to work on it, so it’s not getting done. They also audited the emergency lighting - there is none – and rescue plans for cranemen. The company says crane repair will go get them but that has taken 3 – 5 hours. Our next audit will be in October of West Environmental.
* **Maintenance Planning Committee(Contracting Out):** Given by Joe Bavuso. Thanks for all of the calls about the contractors being in, we have all the maintenance being fully utilized right now working 56 hours. We are gathering the information to show the company we need more maintenance people. The company is seeing that they let too many go themselves but still won’t hire or train more. We have to go through the process to get more and we are doing that now. We put a proposal letter together and are pushing it up. If you are not working 56 hours as a minimum let me know. You need to be signing the sheets. We have filed 2 new grievances, we have revisited 2 old grievances. 2 were comped to the labor gang for a total of $2500. The other two were denied. There was some discussion by Bruce Gallagher and Greg Csonka about areas not getting regularly scheduled 56 hours. Joe and Greg discussed the requirements under the contract for new construction. Joe discussed B-5 language with Mark Lash and contractors doing unsatisfactory work at the hot strip with Lee Christmas.
* **Civil Rights:** Given by Clifford Sandifer. The company continues to divide the membership by pay, skills, departments, and as people and it is degrading. There are 3 types of harassment that are on the rise: discriminatory harassment, gender discrimination, and disability discrimination. There have also been a couple cases of religious harassment. To get to the root of it are some simple fixes. One of them is making sure that we as union members do not participate in the company’s discrimination or harassment of other members. William Fulton asked what happened to the mandatory videos shown to us that hired in the 90’s that ended with any harassment or discrimination was cause for firing – union and management. President McCall stated “Two things: They don’t care and we don’t make them care” They as in management and we as in our whole membership.
* **Women of Steel(WOS):** Given by Pam Thompson. She discussed the District 7 Women of Steel Conference. The theme was “Our Time is Now”. There were panels held on women’s issues. A community service project was conducted. She also thanked the membership for allowing the group from the local to go. President McCall stated that 2 years ago we had 230 women in our local. Now we have just a few over 80 women today.
* **Presidents Report:** President McCall reported that we have a B-5 meeting with the company on making a proposal for manpower in maintenance. If the company does not accept it, it will be moving straight up to Conway and he is ready to take it for action. We have also submitted a final proposal for training. President McCall states that he attends the partnership meetings. However, they are not about partnership. They only bring to light the fight that this union has with the company. At the end of the month there is a partnership meeting with the executives of the company in Pittsburgh. The company wants to do a trade show with the union leadership where they pitch us why they think US Steel is such a strong company.
* **Unfinished Business:**
* **New Business:** Curtis Maybone discussed the passing of a co-worker and good friend. On behalf of Jesse Bass family, thank you to all of the members that came to see them and those that called and reached out to them during their loss. Joe Bavuso reported on behalf of the trial committee. Brother Mabone filed charges against Brother Laster. Prior to the trial the trial committee and both parties met and came to an amicable solution. Once the terms of the agreement are met, Brother Mabone will withdraw the charges on October 1st. Rico Garcia discussed the US Steel

Family Safety Day. Rico recognized Daphne Woods for reporting a severe safety issue in her area

in spite of what the managers and coworkers said. She made a stand and was right. Mark Langbehn reported that after doing a gate collection last November and being off work with cancer for 13 months, Brother Brian Connell is at the meeting and returning to work cancer free.

* **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 67 members that attended the meeting.