

# Union Meeting Notes: February 2017

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- The meeting was called to order and the Pledge of Allegiance was recited.
  - Roll Call of Officers and Grievers was taken.
  - Minutes from previous meeting were read by John Arroyo. A motion to accept them as read was made and seconded. Ayes carried and the motion passed.
  - Communications were read:
  - Executive board recommendations were read to send President Billy McCall to the Constitutional Congress by ascension. A motion was made and seconded. Ayes carried and the motion passed.
  - A motion was made to suspend the normal rules of business and to move to the nomination of delegates to the International Steelworker Constitutional Convention. It was seconded and the Aye's carried it and the motion passed.
  - A motion was made to send only one delegate and no guests to the convention because of financial status of the local finances. Mark Lash stated there was not enough money in the unions accounts to pay for sending 5 members and additional guests to the convention. Treasurer Greg Rico Garcia stated that the local is not in financial dire straits in spite of what has been falsely put on Facebook. It was determined that the motion lacked merit and was not part of the nominations and the consensus was made to continue with the nominations. An argument was made that procedure was not being followed the same as it had before. It was decided to continue with the nominations. Nominated to be delegates were Duke Mance, Anthony Clark, Brandon Rainwater, and Greg "Rico" Garcia. With no other nominees given before the close of nominations. All nominees were accepted without the need for a vote. A motion was made to resume the normal order of business. Motion was seconded and voted on, the Ayes carried and the motion passed.
  - 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 Financial Secretary Lisa Popplewell. A motion was made to accept the report as read. The Motion was seconded. Ayes carried and the motion passed.
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- Staff Report: Given by Jim Flores. There are 22 cases at 3<sup>rd</sup> step to be appealed by the company. The Trump appointee to head the Department of Labor, Andrew Puzder, withdrew himself from the nomination which was a victory for labor.
  - Chairmen Of Grievance Committee: Given by Rob Popplewell. 39 cases at 2<sup>nd</sup> step. 22 cases were heard before stopping the meeting. 17 cases were remaining when the company denied all of the remaining grievances which caused the committee to suspend the rest of the meeting. The 2CA grievance was referred to the incentive committee. There are currently 52 cases presently with the incentive committee.

- Maintenance Planning Committee(Contracting Out): Given by Joe Bavuso. 7 cases were heard. 5 held for parties, 1 was comped, 1 held for dispo. Monies were paid for contracting out grievances. Force reduced employees are being identified by the committee to be placed back into their crafts. The company is violating B-5 of the contract. The grievance for force reduced maintenance to labor was denied and the minutes requested by Rob Popplewell & the staff rep. and being re-assigned for expedited arbitration. There will be opportunity for maintenance employees to get 56 hours during the 84 outage for everywhere. There will also be canvas sheets going around for production to sign up for fire watch during the outage at the 84. Any questions contact Joe Bavuso.
- Safety Report: Given by USR/JUM Mike Roney – There was an audit at the 84 HSM with recommendations sent to the company. There are upcoming outages at the HSM, Pickle, and North Sheet Mill. If there are any safety questions or issues please contact your JUM/USR.
- Incentive Committee: See Grievance Chairs report
- Civil Rights: Given by Clifford Sandifer. The union has the right to represent you by federal law. Our attitude should be we are one as a membership. Management is causing a hostile work environment with the employees. Employees were discharged for employee on employee actions. Team leaders from the 84 area has access to personal info that does not assist them doing their job.
- Community Services: Tashona Shoemaker reported info is forthcoming on a Habitat for Humanity project in June. You can go on the web site to register now. Our local raised over \$10k through shoe donations for Sojourners Truth.
- Women of Steel: Given by Tonja Robinson. February 20<sup>th</sup> at 4 pm will be the first meeting of the year. There will be a wine and canvas ladies night out in Merrillville on March 2.
- Kevin Abernathy stated from the floor that he has been here 27 years and to be divided only hurts ourselves, not the company.
- Presidents Report: The Company intends to hire 300-400 new employees. A letter will go out on the appointment of the new section 7 grievor. The selection process for USR/JUM's is still ongoing.
- Unfinished Business:
- New Business:
  - Pam Thompson gave the trustees report. There no discrepancies found to report. The audit was conducted by Duane "Vern" Joyner, Curtis Maybone, and Pam Thompson.

- Reading of the Bills: John Arroyo read the bills. A motion was made to accept as read. Motion was seconded. Ayes carried. Motion passed. Bills were accepted.
- Good & Welfare:
  - Deceased Members:
- Meeting Adjourned.