

INTERNATIONAL UNION of OPERATING ENGINEERS

Local 420 Executive Board Meeting Agenda

Date July 10, 2024

Meeting called to order: By President Satterburg Wednesday July 10, 2024, at 4:20 p.m.

Rollcall: 4:30 p.m.

Present: President Satterburg, Vice President Schlichter, Recording Secretary Wiltman, Treasurer Pipia, Business Manager Tetzlaff, District Directors: Anderson, Danowski, Voskuil.

Excused: Financial Secretary Kartes, and District Directors Montag, Grothe, and Weber

Acknowledgment: President Satterburg led a moment of silence in remembrance of all those that have served and gone before us.

Corrections to last month's minutes:

Motion made, seconded, carried to accept the corrected minutes from the June Executive Board meeting as written.

Financial Secretary Report

Financial Secretary Kartes (read by Vice President Schlichter)

- Financial Secretary Kartes reported the membership activity for the month of June.

Started for the Month	1482
Initiated during the Month	22
Reinstate for the Month	1
Suspend for the month	0
Withdrawn during the month	8
Total number members in good standing	1497

Motion made, seconded, and carried to Initiate

Chad Anderson – SUP
Bo Higgins – SUP
Wesley Larson – SUP
Casey Selin - SUP
Alex Thoreson – SUP
Ryan Young - SUP
Lucas Billman - WPS

Todd Brown – SUP
Ryan Hlava – SUP
David Oswskey - SUP
Nathan Skoglund - SUP
Kellen Trautt - SUP
Chad Zimmer - SUP
Adam Kufner - WPS

Alex Dzikonski – SUP
Seth Lamoreaux – SUP
Christopher Quinn – SUP
Mark Smith – SUP
Zachary Ward – SUP
William Calligaro – VEO
Jason Norton - WPS

Kyle Schreiber – WPS

Motion made, seconded, and carried to Reinstate

Shenieck Weddle – MPS

Motion made, seconded, and carried to Withdraw

Leroy Schlorf – GBMetro
Dan Fullington - VEO
Jacob Preissner – WPS

Julie Isackson - SUP
Todd Daun - WE
Todd Roehl - WPS

Peter Olson – SUP
Douglas Leopold – WPS

JULY ANNIVERSARIES

35 YEARS

Scott Zellner – WPS

25 YEARS

Matthew Cavanaugh – WE
Jacqueline Hintz – WE

David Czajka – WE

Ralph Deering – WE

Treasurers Report:

Treasurer Pipia

- Treasurer Pipia reported the financial activity for the month of June.

Motion made, seconded, carried to accept the Treasurer’s Report for the month of June as written and to pay all bills.

Business Managers report:

Business Manager Tetzlaff:

Local 420

- App & Website
 - Continuing to sign up members and using this to notify members of meetings and monthly updates.
- Organizing
 - Potential targets we have been visiting.
 - Lambeau field area
 - Titletown
 - Have contacts from current members.
 - Resch Center
 - Expo Center
 - Saint Kate’s

- Hyatt in Green Bay and Milwaukee
- Green Bay Veterans Clinic
- Tundra Lodge
- Calumet Renewable Energy – Manure Digester
- Dynamic Renewables – Manure Digester
- Fiserv Forum
- Milwaukee Too
- Plankton Building
- 720 E Wisconsin
- City Center @ 735
- 875 E. Wisconsin
- 250-270 E. Kilborn
- 310 W Wisconsin
- 330 Kilborn
- US Bank Center
 - If you know of any contacts at the above sites, contact Greg Hinds.
- An International Organizer was in Green Bay Fox Valley the week of June 22nd . Greg and Colin made contacts with potential targets.

International

- We continue to use Stateside to monitor the rate cases.

Training

- The Training Trust has hired Mark Maierle as a consultant to develop a 4-year training program for building engineers. Mark has started working on keeping equipment needed for the training program, identifying instructors and first steps in content of the program.

Utility

- Scheduling a meeting 2006 USW, 2150 IBEW, WEC Regulatory and Operations to discuss the rate cases.
- Met with Michael Hooper the new President of Wisconsin Utilities. Very down to earth.
- Met with Vern Beck from USW 12775 to discuss the relationship he had with Michael Hooper. It was good Vern said he is fair.

Superior

- Recently had a labor management meeting here are the topics that were covered:
 - Company informed us of upcoming hiring class
 - Staffing of units as well as a plan to get employees trained in the units
 - Discussed Loading
 - Fatigue Management process
 - Attendance policy
 - Changing of policies and procedures
 - Maintenance schedules and emergency work
 - Terminal issues
- Lab
 - The company and union could not come to an agreement on the 4 lab positions so there is no agreement.
- Wage re-opener
 - After 2 days of negotiations local 420 and Superior Refining Company reached a Tentative Agreement for the wage reopener.
 - 7/1/2024 – 4%
 - 7/1/2025 – 3%

- Follow National Oil Policy Bargaining for Term of Contract, Wage increases, Ratification incentive. (NOPB for 2024 was 3% and 2025 was 3.5%, traditionally We have not achieved the same level of increases, this will stay in place until negotiated out.)
 - We will be voting on the Tentative Agreement on July 18, 2024
- We have moved 2 grievances to the 3rd step of the process and settled an operations grievance.

MPS

- Act 10 has been found unconstitutional by a Dane County Judge, there is an uphill battle from here with it. We do not have a certified unit; however, we may be able to try to certify the unit immediately. We are waiting for Attorney Sweet's opinion on the judges' decision.

Business Agents Representational Reports:

Business Agent Kartes

MRT

- Looking to fill chief engineer role ASAP
- Agreement will expire 6/30/2024
 - One year extension signed with 2% GWI and 2% Bonus

Veolia

- Bargaining is ongoing
 - Board charges filed for bad faith bargaining and refusal to answer RFI
 - Arbitration agreement is signed
 - Arbitration being argued through written documents and testimony and is in process

WE- Energies

- Job evaluation training and process completed May 28th
 - Points evaluation and wage negotiation scheduled for the end of July
- Meeting with management weekly to resolve all issues related to rolling Whitewater Power Plant into 420's traditional maintenance and operating roles.
 - Current WW employees will follow PWGS model with SO/M, O/M, and M/O.
 - All high level details to absorb WW employees and transition current CT employees worked out with company.

Business Agent Schlichter

WPS

Utility

- Arbitrations:
 - No arbitrations pending.
- Rate Case:

- June 2024:
 - Regular Full-time: 820
 - Seasonal/Student Laborers: 119
 - 45 Regular Full-time postings are in process.
 - 44 Limited Term (Student Laborers)/Seasonal postings are in process.
- Grievances:
 - Business Manager Tetzlaff is waiting to hear back from senior leadership on three termination grievances and one discipline grievance that were discussed.

CSO

- The union filed a grievance in April related to "Storm Holdover." The union is adamant that the company and union do not have a negotiated "holdover" process. The company has offered a proposal to the grievance. The union is working on a counterproposal and I will be involving several stewards subject to this work to get their thoughts on the counter as well.
- In gas, the company has approached the union wanting to completely do away with the Gas Utility Mechanic with the Maintenance adder. This transition started back in 2021. We still have one GUM with the adder. The agreement made back in 2021 allowed everyone who had the Maintenance adder to keep it until they left the position. The company is leaning towards not living up to that agreement anymore, as qualifications are due and the need is not there. I will keep you updated as this transpires.
- In S&T, we are working through another restructuring of the specialty M&C/P&C role. This position has been historically hard to fill since its implementation back in 2019. The company approached the union with some thoughts on the restructuring, which were not desirable and would have created more issues than the initial rollout of the position. The company then asked the union to counter their proposal. The union provided a counter that we believe is more beneficial to both the union and the company. It appears the company is intrigued. I will keep you updated as we work through this.

PG

- At Fox, they are continuing to work on the new operation shift agreement to be implemented in 2025.
- At Weston, hiring for the maintenance positions continues. We had some spirited discussions about C&Y employees with two or more years in the yard being qualified.
- The company finally agreed that these employees are qualified for Maintenance Helper positions. C&Y employees who meet the qualifications will be subject to passing the MASS testing if they have not previously taken and passed it.

Hilton City Center/Pfister

- Pfister ratified a new 4-year agreement:
 - Highlights include wage increases averaging 5% in the first year, 5% in the second year, 4% in the third year, and 3% in the fourth year. There are also compensation increases for certain tasks, clothing and safety shoe increases, and pension increases.

Usinger's

- Nothing new to report at this time.

District Director Reports:

Director Anderson - NA

Director Danowski – Significant challenges with the Whitewater Plant gave an update.

Director Voskuil - NA

Old Business:

- Labor Fest – an update from the committee made up of Pipia, Voskuil and Weber (update was given for getting the amount of 50 T-shirts - Image Point had done the design that had been picked out by the committee for the T-Shirts).

****Motion made, second and carried to spend a dollar amount of not to exceed \$2000.00 to purchase T-Shirts for Labor Fest****

New Business: NA

Good and Welfare:

- Please keep all current and past members that are dealing with long/short term illnesses in our thoughts and prayers.

Calendar:

- The next Executive Board meeting will be held August 7th @ 4:20 p.m. via teleconference.
- The next General Membership meeting will be held Wednesday, September 11th in Superior.
- See the Local 420 website, newsletter and work site postings for upcoming District meetings and events.

Motion made, seconded, and carried to Adjourn.

Meeting adjourned: By President Satterburg @ 4:58 p.m.

Fraternally submitted by the Executive Board

Julie Wiltman

Julie Wiltman - IUOE Local 420 Recording Secretary

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