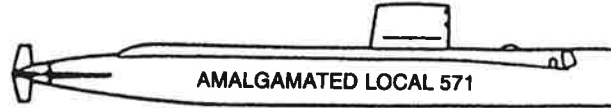




UAW LOCAL 571
MARINE DRAFTSMEN'S ASSOCIATION

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MDA-UAW Local 571
Executive Council Meeting Minutes
January 11, 2021

January 12, 2021

President William E. Louis called the meeting to order and asked that you keep in your thoughts our recently deceased retirees Arthur Gilmore and Patrick (Bud) Gallogly, family members and to our Veterans past and present.

President William E. Louis asked for a motion to accept the December 7, 2020 General Membership Meeting Minutes as circulated and posted. A motion was made (Jim Newman), seconded by (Brian Brimmer) and passed to accept.

Treasurers Report:

Treasurer Robert Faraci read the Treasurers Report. A motion was made (Jim Newman), seconded by (John Lombardo) and passed to accept.

Correspondence:

To President William E. Louis from the Connecticut and Rhode Island UAW CAP and PAC, financial statements as of December 1, 2020.

To President William E. Louis from the New London Firefighters Local 1522 annual fund drive. Their local is asking us to purchase ad space in Fire Safety Handbook.

To President William E. Louis from the Connecticut Alliance for Retired Americans looking for affiliation from our Retirement Committee.

Officer Reports:

First Vice President Ken Rowland reported no new step 3 Grievances filed.

William E. Louis, President
Kenneth Rowland, 1st Vice President
David M. Reagan, 2nd Vice President



Martha J. Fletcher, Recording Secretary
Robert Gaudiano, Financial Secretary
Robert J. Faraci, Treasurer

Recording Secretary Martha Fletcher reported no new step 3 Grievances filed. Grievance rep. Wayne Carbone and myself met with the company on step 3 of grievance U-0017-20 for not maintaining equalization of overtime. Management agreed to provide the Union with monthly overtime reports with refusals and hours worked on going for the next 4-months. We will be tracking the progress of the attempts by the company to rectify the issue.

Financial Secretary Rob Gaudio reported U-0011-20 was settled for VORR. The company and Union agreed to remove written verbal warning. I would like to thank Jim Newman, Deb Basnight and Robert Andrade for the great job.

Treasurer Robert Faraci reported no new step 3 Grievances.

Guide Pam Gonski conducted roll-call.

Standing Committee Reports

Joint Technology Committee First Vice President Ken Rowland reported the committee had no new activity in December. Ongoing issues remain in VA Class revision processes and Continuous Improvements affecting work processes which have not been reviewed by the committee. Meetings will be scheduled to follow up on these issues. Committee Chair Doug Witt, who was one of the founding members of the JTC in 1996, is stepping down as he prepares for a well-earned retirement. Our thanks and best wishes go out to Doug for his service to the MDA throughout the years, his presence on the committee and commitment to the MDA will be missed.

Joint Apprentice Committee First Vice President Ken Rowland reported an onboarding session will be held January 11, 2021 for incoming Cohort 5 apprentices via WebEx. Apprentices will hear from representatives of the Company and MDA as well as the CT DOL Office of Apprenticeship, and be able to ask any questions they may have about the program. Classes are due to start January 22, 2021 (College Algebra). COHORT-1 graduates in January 19, 2021. A graduation ceremony is tentatively in June, 2021.

COHORT-5 starts on January 22, 2021.

Students are reminded if they are falling behind to reach out to the JAC immediately to get help.

Apprentices can reach out to our MDA program representatives Velma Williams and Joe Marmaud for information and help with any issues.

Health and Safety Committee Financial Secretary Rob Gaudio reports our members in Bldg. 221 help desk have been spread out to accommodate social distancing. I would like to thank Rick Gianfrocco and Paul Marsiglio(Director of Safety & Hygiene) for all the hard work in getting this done.

Benefits Committee Chair Ed Nevins reports:

2021 Annual Enrollment Ended December 4, 2020:

- Your Benefits selections are in-effect for the upcoming year. Make sure your selections and weekly contributions agree with those selections. If not, contact the GD service center at 1-888-432-3633.

HSA Account:

- IRS max amount to contribute is \$3,600 (\$50 increase from 2020) individual, \$7,200 (\$100 increase from 2020) all others. If you're 55 or older anytime in 2020 you'll continue to be able to contribute an extra \$1,000.
- Eligibility- Must meet IRS defined criteria in order to be eligible. Covered under qualified High Deductible plan, not covered by other health coverage, not having Tricare, not enrolled in Medicare and not be claimed as a dependent on another person's tax return.
- For further concerns you can always view IRS publication 969.
- HSA Seed monies for this year are now in eligible members accounts.

FSA Account:

- IRS maximum contribution for 2021 will be \$2,750 (\$50 dollar increase from 2020).
- The administrator is Wage works, and the rollover/carryover money for your FSA is up to \$550.
- Wageworks offers a mobile app or you can visit through www.wageworks.com
You cannot contribute to a Full use Healthcare FSA if you contribute to or receive EB's contribution to an HSA. You can contribute to a Limited Use Healthcare FSA to cover dental and vision expenses if you contribute to or receive EB's contribution to an HSA.

Seed and Match:

- In order to get the Seed / Match you must have selected the Enhanced option. \$500 employee only and \$1,000 for all other levels plus \$1 for \$1 match, up to \$300 Employee only / \$600 all other coverage levels. If enrolled in Tricare, Medicare Part A or B, or have spouse contributing to Full use Healthcare Flexible Spending Account you are prohibited to contribute to the enhanced, you must select Standard option.

COVID-19: Affects people in different ways. Infected people have had a wide range of symptoms – from mild symptoms to severe illness. Symptoms may appear 2-14 days after exposure to the virus.

If you experience any of the below symptoms you may have been exposed to COVID-19 and should consult your physician and be tested.

Fever or chills, Cough, Shortness of breath or difficulty breathing, Fatigue, Muscle or body aches, Headache, New loss of taste or smell, Sore throat Congestion, runny nose, Nausea vomiting or Diarrhea.

Emergency warning signs for COVID-19:

Trouble breathing, persistent pain or pressure in the chest, new sign is confusion, inability to wake or stay awake and Bluish lips or face. ***If someone is showing any of these signs, seek emergency medical care immediately.***

Coronavirus Information: Can be obtained on-line using the EB homeport. Upper right-hand corner is a RED square, just select. This provides all updated information concerning COVID-19. Bulletins, Resources, Medical Service Information, EB Case Reports, Personal Safety and Wellness, Facility and Transportation Changes, Travel Guidance, Work from Home Resource, Employee Benefits, Common Terminology, Travel and Public Health Resources and Email Alerts.

Fidelity:

- Continues with on line Education, working with members and the EB benefits office to provide planning and guidance updates as well as one on one consultation.
- Fidelity will be available via phone on **January 25th, 26th and 27th** to offer 1:1 appointment for pre-retirees. Let an experienced representative help you develop your own comprehensive plan that integrates your workplace retirement benefits with your overall financial goals.
- Appointments are being offered at the following times: 9:00am, 10:00am, 11:00am and 1:00pm, 2:00pm, 3:00pm and 4:00pm.
- In order to properly assess your needs, please have statements for your retirement and savings accounts available for review. Documents may include:
 - 401(k) and 403(b) statements from current and former employers.
 - Statements from other investments such as brokerage accounts, IRAs, any mutual funds, and other bank accounts before your appointment, visit the Planning & Guidance Center and update your Planning Profile.
- **Register now:** Visit www.gdbenefits.com (click library, workshops, city & state, virtual US and then GDEB)

FMLA:

- Visit the EB benefits /Wellness page under FMLA tab for more info.
- File Claim's with Sedgwick at 1-800-416-1808 or www.claimlookup.com
- Sedgwick sends email notification to supervisor, department admins and benefits informing that FMLA claim was requested and eligibility.
- Employee has appropriate healthcare provider complete and return forms.
- Sedgwick processes, notifies employee of claim status and also supervisor.
- Send completed certifications to:
 - Mail-Sedgwick CMS, PO box 14446 Lexington, Ky. 405512
 - E-mail (Provided by examiner)
 - Fax: 1-312-356-0415
 - Online: www.claimlookup.com

Short Term Disability Claim:

- If you are unable to work due to illness or non-work-related injury you should report your absence to Sedgwick CMS immediately to initiate a claim by calling 1-800-416-1808.
- Sedgwick will ask a few general questions, name, address, SS number, about illness/injury, first day absence, supervisors' phone, about your job, work location, physicians' name/address/phone.
- Once information is processed you will be provided a claim number and package, looking out for the medical release form either by e-mail or postal mail.
- Sedgwick administrates and manages short term disability claims on behalf of General Dynamics.
- Notify your supervisor of your absence.

EB Family Wellness Center:

Located 2nd Floor of 32 Chicago Ave, same building as EB Pharmacy and Charter Oak FCU. Employees on EB medical plan and their dependents over two years of age can take advantage of this center. Services Include: Primary Care, Acute Care, Urgent Care, Laboratory Services, Disease management, lifestyle management, and physical therapy.

- **Wellness Center offers:** a wide variety of health programs such as Wellness Center (13 exam rooms, physical therapy and laboratory), Pharmacy, Ascent Hearing Service, Dimensions-Diabetes Program, UHC Wellness coaches and VSP.
- **Eligibility:** Employees, spouses and dependents over age 2 enrolled in an EB medical plan can utilize the program.
- **Clinical Staff:** Physician, Nurse Practitioner, RN Health Manager, Physical Therapist, Licensed Practical Nurse, Condition Management RN and Phlebotomist.
- **Employee Medical Records:** Like any physician's office, employees' medical records at the center are protected under national HIPAA (Health Insurance Portability and Accountability Act) privacy protections. EB will not have access to employees' medical records
- **Hours Operation:** Monday-Thursday 7:00am-6:00pm, Friday 6:00am-5:00pm and Saturday 8:00am-1:00pm.
- **Appointments:** Call 844-357-0762 or 860-629-8272 to make appointment by phone. Access on-line portal at www.mypremisehealth.com or at www.ebfamilywellnesscenter.com. Same day appointments available.

Committee Members:

If you have insurance questions feel free to reach out:

- Mark Ciliano at 867-1831(NL)
- Jim Newman at 433-2558 (Groton)
- Ed Nevins Chairman at 867-2563 (NL).

The benefits committee wishes every member and their family a Healthy, Happy New Year.

Community Service Committee James Newman reports we have started preparations for the 2021 campaign with the development of the new slogan. We finished out 2020 with a great combined contribution for the Tommy Toy Fund and a food collection.

The Stuff the Truck event donating toys to local families had a tremendous response with hundreds of donations, thank you to everyone that participated. This joint event was cohosted with the EB Employees' Community Services Association (EBECSA), MDA-UAW, MTC, UBCJA, Black Engineering Council (BEC), EB Athletic Club (EBAC), EB Management Association (EBMA), EB Veteran's Network (EBVN), Hispanic Shipbuilders Association (HAS), Toastmasters, Women in Defense (WID), United Way, and the Tommy Toy Fund. You can see pictures of the volunteers loading the truck with bikes, games, stuffed animals, and more on the EBECSA website through Homeport or on your home device through EB Landing.

The final year end Food Drive was strongly supported as well. Over 4,000 turkeys were donated in addition to other food contributions, for a total of over 61,000 pounds of food, when it was desperately needed. This was another joint venture with EBECSA, BEC, EBMA, HSA, and WID.

I would like to say thanks to Don Miller, Kim Deschamps and our the volunteers Larry Avery, Paula Brown, Valerie Bowen, Tina Bobinski, Tim Carlson, John Charette, Jeremy Deschamps, Brandy Forbes-Gordon, Joan Gaynor, Pam Gonski, Amber Maglio, Joanna McClenathan, Eileen Milano, Gerry O'Donovan, Tina Oszewski, Jim Paulsen, Erin Pedone, Lisa Poirier, Rosemary Taft, Amanda Fagan, Aarron Sawyer, Nataly Hage, Trisha Ward, Laura Watson, Jen Wessell, Nicole Wilcox and Maggie Marley from the UWSECT who have dedicated their time in the 2020 campaign.

I would like to extend out thanks to our MDA loaned employees Pam Gonski and Ken Fontaine and invite Pam to talk briefly about her experience as a loaned employee.

I would also like to thank Bill Louis and Dave Reagan for their support of the community services committee throughout the year.

LUCA Committee Chair Carol Mauro reported we are thinking of doing a monthly on-line Soundings publishing for the Union website instead of the 3 paper versions we do each year. We can only do this if we have input from all the Committees and our Members.

We would also like input into additional content (showcase members side-businesses, extracurricular activities, events in your community, stories, etc.) or any other topics of interest. Without input, this will not be successful, so please have Officers, Grievance Reps and Councillors filter this information down to your members. Contact cmauro@gdeb.com or kkvist@gdeb.com for all submittals.

Worker's Compensation Committee Chair Tim Carlson Reports if a member becomes ill or hurt as a result of their employment or has a workplace safety concern, feel free to contact one of us. We can offer general advice and forms to help you maintain your rights.

Tim Carlson 860 433-4033
Rich Gianfrocco 860 433-9114

Officer: Rob Gaudiano 860 448-0552

Old Business:

Our Union apparel supplier has gone out of business and we are pro-actively trying to find another Union Shop as our supplier. We will inform you when as soon as this will become available.

New Business:

We would like to thank the Veterans committee for distributing 93 Turkeys to Norwich, Westerly and Pawcatuck VFWs and Vets Rally Point. Thank you to Tom Montgomery, Joscelyn Conley and Chris Flynn and to all the employees who donated their vouchers. EB also contributed around 4000 Turkeys to Gemma E Moran's Labor Food Bank.

For the Good of the Union:

AIL, American Income Life

We do participate with them. It offers "Free" accidental life insurance to active and retired members at no cost.

They do offer other programs at reasonable cost and reach out to members to see if you may be interested. If you are not interested, respectively let them know and all should be good. If they continue to push their way at you or don't take your answer, please let us know. You can request to be "taken off the phone list" if they call and you don't want any further meetings.

Paid Vacation Shop Order

The 2703 paid vacation shop order is still applicable. This will only go away when there is a process in place for members to put in for it from home or their desk. Supervisors should continue to enter the 2703 shop order for those who request it, if they can't do it themselves.

WFH

Work from home is continuing, through the contract, per management approval/direction. I just ask that you all continue to work well from home and communicate any issues that may come up with management and/or union reps. We want to continue to show the company we can produce from home and be responsible to do so. We should all be accountable for our time recorded.

Communication is Key

Just a reminder of communication. Many things come up in the work place and we should remember communication is key. Speak to supervision and/or your union rep when questions/issues come up. We should be able to work through anything. When WFH you must communicate with your supervisor through email or another means that can show proof you're of start and finish times in the case that the ATA is not functioning.

FTO, Flexible Time Off

If anyone has questions on FTO, please reach out to your union Rep or the union office. We want to ensure that nobody loses any time or money, just easier to manage for all. Easier to track for yourself and you are in control of your hours and money.

January 18, MLK Day

New to this contract, you can use the week as a flexible work week and take MLK day off. It is unpaid and you need to record your 40 hours during the rest of that week. Just communicate it with your supervisor as to taking the day off. This is not a floatable day, just recorded as a flexible week/zz.

Incentives

It sounds like we hit all our goals and should be eligible for the \$750 payout, depending on hours worked. The checks/payment should be out the last week of January.

MDA Contract Books

We are in the process of proof reading the language, table of context and accuracy for the new contract. All this takes time and your patience. We are hoping to have an electronic version within the next 2-months and printed copies around June, with hope that publisher has not been impacted due to the COVID virus.

MDA upcoming Elections

We are still working with the Region to come up with our options for elections coming up soon. All Councillor elections will most likely be done electronically, similar to the contract ratification vote. They must be in place, March/April 2021, prior to officer elections which will take place in May. This may be done by mail but still looking on options.

Financial Secretary Robert Gaudio provided a list of the new member applications:

BADGE:	NAME:	DEPT:
151629	Marie McKeon *	456
154395	Christian Saran *	456
157507	Johnathon Santangelo *	456
154945	Joan Luzzi	447
156401	Lindsey Richards	403
153730	Joshua Gouvin	447
156255	Sienna Newman	447
156451	Marina Policarpo	436
157293	Jon Playdon	460
158891	Samantha Gauvin	447
158976	Rachael Burton	456
159016	Nikolas Cordero	447
159067	Ali Damiano	456

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159080	Troy Gencarelli	456
159091	Katelyn Boris	456
159161	Mark Terranova	403
226017	Timothy Studel	460
150887	Salvatore Chimento	447
153890	Kirsten Chapman	447
159092	David Fitch Jr	456

*Reinstated

A motion was made to accept the new members (Jack Bond), seconded (Jeremy Deschamps) and passed to accept.

A motion was made to adjourn (Tom Montgomery), seconded (Ed Nevins) and passed to adjourn.

Respectfully submitted,



Recording Secretary, MDA-UAW Local 571

**Visit our WEBSITE on the GDEB Intranet Homepage or at region9a.uaw.org/local571
Please "like us" on our Facebook site: "MDA UAW Local 571".
Also, check for updates of news, pictures of events, etc.**