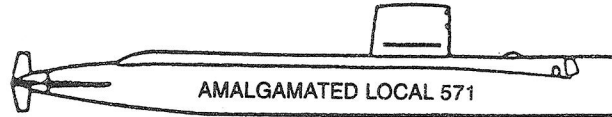


**UAW LOCAL 571**  
**MARINE DRAFTSMEN'S ASSOCIATION**

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**MDA-UAW Local 571**  
**E-Council Meeting Minutes**  
**February 4, 2019**

February 6, 2019

**President William E. Louis** called the meeting to order.

**President William E. Louis** asked to observe a moment of silence for deceased member Deborah Dewolf and all deceased union members, family members and to our Veterans past and present.

**President William E. Louis** asked for a motion to accept the January 7, 2019 Executive Council Minutes as circulated and posted. A motion was made (Jim Newman), seconded (Larry Avery) and passed to accept.

**Treasurers Report:**

**Treasurer Robert Faraci** read the Treasurers Report. A motion was made (Eric Straub), seconded (Bill Dwyer) and passed to accept.

**Correspondence:**

**To President William E. Louis** from the Connecticut and Rhode Island UAW CAP Council, the financial statements as of December 1, 2018.

**To President William E. Louis** from the UAW International, a letter referencing the 2019 UAW Health and Safety Conference to be held March 24 thru March 29, 2019 at Black Lake in Onaway, Michigan.

**To President William E. Louis** from the UAW International, an Official Call Letter to the 2019 UAW Collective Bargaining Conference to be held March 31 thru April 5, 2019 at Black Lake in Onaway, Michigan.

**To President William E. Louis** from the Labor Arbitration Institute, a brochure on the Labor Law and Labor Arbitration Conference to be held May 17, 2019 at the Hynes Convention Center, Boston, MA.

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



Martha J. Fletcher, Recording Secretary  
William R. May, Financial Secretary  
Robert J. Faraci, Treasurer

**To President William E. Louis** from member Deb Basnight, a brochure on the Electa Chapter-7, Order of Eastern Star S.W.E.E.T Potato Society Inc. and the Masons of New London (Jeptha Lodge No. 11), a Health and Wellness Expo February 9, 2019 at the Holiday Inn and Suites, New London, CT.

**To President William E. Louis** a phone conversation from our Chaplain member Will Hopkins stating he has taken a new position with the company and is stepping down from his Chaplaincy position.

**To All Local Union Officers** from Pat Mulholland, Chair Person, Region 9A Veterans Committee, a notice for nominations for the committees Chairperson, Co-Chair Person, Recording Secretary and Financial Secretary at the next meeting to be held February 22, 2019, 10:00 am at the UAW Region 9A Office, Farmington, CT.

**Officer Reports:**

**First Vice President Ken Rowland** reported no new Step 3 Grievances. A member was discharged for violation of rules and regulations (taking photographs in the workplace). Be advised that no photography or recording of any kind is allowed in any EB facility without proper authorization.

**Second Vice President David Reagan** reported 1 new Grievance was filed, U-0003-19 Supervision allowing a hostile work environment to exist and abusive verbal treatment to Union Officers.

**Recording Secretary Martha Fletcher** reported no new step 3 Grievances. HR has agreed that members who did not receive the unused paid personal moneys who were hired 90 days prior to the Monday nearest December 31<sup>st</sup>, as our contract language speaks, would be paid any unused hours due to them. Some members did not receive this due to payroll software. Thank you, Greg Maynard, for bringing this to my attention.

**Financial Secretary William May** reported Grievance U-0034-18, unequal distribution of Overtime in Department 431 was unsettled at step -1. The company did agree to work on correcting the disparity from low to high overtime hours work and refused. We will revisit step -1 on February 27, 2019 to review progress. Thank you, Kevin Fusconi and Jim Newman, with this.

Grievance U-0001-19, retaliation against a member by management was settled at combined steps 1 and 2. The company did not admit to any retaliation against member, but agreed they would attempt to be more accurate when recording employees time. Employee was satisfied with this settlement. Thank you, Mike Garduno and Deb Basnight with this.

**Treasurer Robert Faraci** reported no new Step 3 Grievances. Settled Grievance U0010-16 in the Unions Favor, a. Article 8 (VIII) Section 2, Unequal distribution of overtime.

All 334 W2's have been mailed and a few were returned for address issues, all have been corrected and mailed back out. If you believe that you should have received a W2 from the Union and have not at this time please contact Robert J. Faraci Union treasurer at 860-448-0552 ext. 12. or robert.faraci@snet.net.

**Standing Committee Reports:**

**Joint Technology Committee First Vice President Ken Rowland** reported the committee met to determine which IPDE tasks will be reviewed in the upcoming months. Also, we will be reviewing BA processes, model based deliverable processes, and the impacts on downstream users of that data.

**Summer High School Internship Program (SHIP) First Vice President Ken Rowland** reported the MDA will once again be sponsoring the SHIP program this summer, as it did last year along with the MTC and Carpenters' unions. Student interns are being chosen for Structural, Piping, Electrical and Mechanical, and this year we have added Material T/A positions. Member Joe Marmaud will be the point of contact as we seek out mentors and plan for the upcoming program.

**Joint Apprenticeship Committee Recording Secretary Martha Fletcher** read a report from **Co Chair Joe Marmaud** that the Cohort 3, 2019 Class has started. For the first time since we began the Apprenticeship Program again back in 2017, we now have an equal balance (8 in each departments D452, D453, D456, and D459). Classes and rotations have started for all Cohorts 1, 2 and 3. The Company, Union and State welcomed the new apprentices last month during a New Apprentice Signing Meeting. For those who were not selected, you are eligible to apply for the 2020 Class later in this year.

Two electrical classes at Three Rivers Community College (TRCC) are being proposed to change. D456 Management and Committee Co-Chair Velma Williams worked on these changes. The CT Office of Apprenticeship, EB Management, Officer Martha Fletcher and the President of the Union William Louis have reviewed these changes for approval.

**LUCA Committee Treasurer Robert Faraci** read a report from **Chair Carol Mauro** the Local Union Communications Association (LUCA) would like to welcome our newest member Kristen Kvist-Morrow to our committee. Kristen is a Senior Design Illustrator from Tech Pubs and will be helping with the development of the Soundings Newsletter and maintenance of our website. The Soundings newsletter is a vehicle to read about what kinds of activities, events and community involvement our Union have provided and/or participated in with our members and retirees. If you have ideas, suggestions or pictures from events you have attended, we would love to add them to the newsletter and website. Please contact Carol Mauro at 867-3966 (NL) or Kristen Kvist-Morrow at 433-3810 (Groton).

**Veteran's Committee Officer Bill May** reported that the Veteran's Committee will be having a Bus Trip in August to the 9/11 Memorial in NYC on August 17, 2019. More details to come.

**Absentee Committee Chair Amy Stephenson** reported the following E-Board/E-Council members were absent from the January 7, E-Council Meeting: Dan Hall, Jeremy Deschamps, Nick Defosses, Mike Edem, Dave Evans, Robert Gaudiano, Taylor Herb, Jason Price, Dylan Sanborn and Joe Wessell.

**Health and Safety Co-Chair Rick Gianfrocco** reported the New London Parking garage repairs on the garage were halted in the fall due to the change in the weather, but will continue in the spring.

An update on elevator in Groton, Bldg 4, E.B. has approved a P.O. for the elevator, no date as when the work will start. Some of the bathrooms have been locked due to a blockage that maintenance is trying to find, due to the cold snap, the team was pulled off of that job because of frozen pipes in another building. Please be patient.

**Community Services Committee Kim Deschamps** reported they resolved the food collection box pickup issues: They will be checked weekly by the teamsters and delivered to the food pantry in New London. If you see a full box please let one off us on the committee know. Please feel free to drop off food in the boxes at any time.

Thank you to everyone that donated items for the Coast Guard families! Everyone did a great job responding quickly to the request.

February we are requesting everyone to try to donate boxes of cereal and canned soup in the white wood food collection boxes at the entrances to EB sites. These are the top two requested types of food, and there is a shortage in some of the local pantries we help supply through the Gemma E. Moran United Way/Labor Food Bank.

Save the Date Day of Caring at Coogan Farm May 4th from 8:00-11:30, rain date May 18th, details to follow.

We are working on the slogan for this year's EBECSA Campaign.

**Education Committee Chair Kim Deschamps** reported that our first extra-large New Member Class was a great success! We had 112 members attend, 15 councillors that helped at each group table, all five members of the Education committee, all three members of the Benefits committee, plus officers and leadership guest speakers from both EB and UAW region 9A. Based on the feedback everyone learned a few things, and had a few ideas for how to do this better next time. Thank you to everyone involved, we are already working on the next class.

**Benefits Committee Chair Ed Nevins** reported the following:

**Rx Issue:**

- Walgreen/Rite Aid of Pawcatuck was having a computer error informing the pharmacy they could not fill Rx for EB employees and they need to go to the EB pharmacy. The error was corrected and members were able to get the scripts.

### **HSA Account:**

- ***The Negotiated seed money was deposited into members accounts the second week of January, members should check HSA accounts (\$500 Single / \$1,000 Family Seed).***
- IRS max amount to contribute is \$3,500 (\$50 increase from 2018) individual, \$7,000 (\$100 increase from 2018) all others. If you're 55 or older anytime in 2019 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.

### **Approaching age 65:**

Prior to turning age 65, you will be faced with Medicare enrollment decisions. Remember that the IRS prohibits a member and EB from contributing to your Health Savings Account if you're enrolled in TRICARE or Medicare (Part A or Part B). Once you turn 65, you have the option of dropping EB's medical plan and enrolling in Medicare. There is a cost associated with enrolling in Medicare Part B and you usually need a supplement plan. If you decline Medicare, you are able to continue coverage under EB's medical plan so we recommend understanding all the options available to you before making a decision about health care.

### **How does the HSA work with Medicare?:**

**If you enroll in Medicare Part A and / or B, you can no longer contribute pre-tax dollars to your HSA.** The month your Medicare coverage begins, you should change your HSA contribution to \$0 per month. You may continue to withdraw money from your HSA tax-free to help pay for IRS-qualified medical expenses such as deductibles, premiums, copayments and co-insurance.

### **If you delay enrolling in Medicare:**

- **If you choose to delay Medicare enrollment because you are still working and want to contribute to your HSA, you must also wait to collect Social Security retirement benefits.** You can decline Medicare Part B while collecting Social Security benefits but you cannot decline Part A. You should delay Social Security benefits and decline Part A if you wish to continue contributing to you HSA.
- **Remember you must stop contributing to your HSA at least six months before you plan to enroll in Medicare.** When you enroll in Medicare Part A, you receive up to six

months of retroactive coverage, not going back farther than your initial month of eligibility. If you do not stop HSA contributions at least six months before Medicare enrollment, you may incur a tax penalty.

**FSA Account:**

- Administrator is Wage works, and the rollover/carryover money for your FSA is up to \$500.
- Wageworks offers a mobile app or you can visit through [www.wageworks.com](http://www.wageworks.com)
- IRS maximum contribution for 2018 was \$2,650 and for 2019 will be \$2,700.

**Biometric Screening & Flu Shot Wellness Events:**

- Monday Feb 4<sup>th</sup> Tower A, Tuesday Feb 5<sup>th</sup> Tower B and Wednesday Feb 6<sup>th</sup> Tower C in the Kitchenette / Lobby Area. Look for posted time schedules.

**Fidelity:**

- Continues to work with the employee benefits office to provide planning and guidance updates as well as one on one consultations for our members. Visit [www.gdbenefits.com](http://www.gdbenefits.com) click library then workshops or call 860-433-4201.

**EB Family Wellness Center:**

The EB Family Wellness center is located at 32 Chicago Ave, same building as EB Pharmacy. Offered to Employees on EB medical plan and their dependents over two years of age.

Services Include: Primary Care, Acute Care, Urgent Care, Laboratory Services, Disease management, lifestyle management, physical therapy.

- Hours Operation: Monday-Thursday 7-6pm, Friday 6-5pm and Saturday 8-1pm.
- Scheduling: Call 844-357-0762 or 860-629-8272 to make appointment by phone. Access on-line portal at [www.mypremisehealth.com](http://www.mypremisehealth.com) or at [www.ebfamilywellnesscenter.com](http://www.ebfamilywellnesscenter.com). Same day appointments available.
- Representatives from the EB Family Wellness Center, EB Family Pharmacy, UHC & Assent Hearing will be available to answer any questions you have as well as provide you with information on the services they provide. Mon, Feb 4<sup>th</sup> Shaws Cove, Tues Feb 5<sup>th</sup> Long Hill Road, Thurs Feb 7<sup>th</sup> Groton Shipyard and Fri Feb 8<sup>th</sup> Eagle Park.

**Benefits Information:**

- Visit the newly refreshed [EBenefits411.com website](http://EBenefits411.com) to learn more about your Benefits plans. View videos, frequently asked questions, find useful contact info, and information about your 2019 Benefit plans changes. Spouses and other family

members can also access from home.

**Codes for Log in:** EBMDA

**Backup Care Benefit for Child and Adult Dependent Care:**

On January 1, 2019, Electric Boat implemented a new backup care benefit for child and adult dependent care. Brochures were mailed out to all employees detailing this new benefit and additional information was posted to the Benefits / Wellness page on the EB Intranet under "Benefits". To help members have a better understanding of this benefit and how it works LifeCare held a 30-minute Webinar on Jan 30, it was very informative session with questions and answer period.

Here's a link to this information:

Brochure: [https://www.ebnet.gdeb.com/homepages/human\\_resources/benefits/BackupCareConnection.pdf](https://www.ebnet.gdeb.com/homepages/human_resources/benefits/BackupCareConnection.pdf)

FAQs: [https://www.ebnet.gdeb.com/homepages/human\\_resources/benefits/Back%20up%20Care%20Additional%20Information%20FINAL.pptx](https://www.ebnet.gdeb.com/homepages/human_resources/benefits/Back%20up%20Care%20Additional%20Information%20FINAL.pptx)

**Committee Members:**

If you have insurance questions or concerns feel free to contact any one on the benefits committee Mark Ciliano at 867-1831(NL), Jim Newman at 433-2558 (Groton), and/or Chairman Ed Nevins at 867-2563 (NL). The benefits committee wishes every member and their family a Healthy, Happy New Year.

**Old Business:**

MDA apparel brochures with many colors, types and sizes with pricing have been distributed to your councillors. See your councillor for the brochure and contact Karen at the MDA office with your order. Hooded and zippered sweatshirts and other styles have been added. We have had a great response and are continuing to order.

The UAW Financial Officers Conference will be held March 24-29, 2019 at the Buena Vista Palace Hotel in Orlando, Florida.

The UAW Health and Safety Conference will be held March 24-29, 2019 at Black Lake in Onaway, Michigan.

The Property Committee received 2 estimates for 2 Heating/AC units to be put in the Union Hall back room and the Secretaries office. It was found necessary to purchase the units due to after enclosing the walls of the hall for sound reasons the climate in these areas do not get sufficient heat or AC. The 2 estimates were \$10,125.00 and \$11,900.00. A motion was made to go with the \$10,125.00 for installation of 2 LG units (Paul Smith), seconded (Jack Bond). There was discussion then the motion was moved (Ed Nevins), seconded (Tom Montgomery) and passed to accept.

Appointments were recommended by President William E. Louis for the following:  
Grievance Representative for Eagle Park - Amy Stephenson  
Councillors for Tower C, NL - Eric Novick, Daniel Aceto  
Apparel Committee Chair - Karen Heroux  
Computer Monitor Committee Chair - Michael Gorra  
LUCA Committee – Kristen Kvist-Morrow  
Property Committee Co-Chair -Eric Straub  
Recreation Committee Co-Chairs -Nicki Reagan, Anne Wurzbacher  
Piping Ship Check –Brad Lamphere  
Appointments needed to be filled, if interested please contact President William E. Louis:  
Councillor Bldg. 221-TBD  
Councillor Bldgs. 88/128/129 -TBD  
Consumer Affairs -TBD  
A motion was made (Eric Straub), seconded (Jack Bond) and passed to accept the appointments.

**New Business:**

**BY-LAW Committee** The following proposed By-Law amendment was read aloud at the Executive Board and Council meetings by **Treasurer Robert J. Faraci** and tabled for action at the next General Membership meeting, scheduled for March 4, 2019 at 4:30 at Port & Starboard, Ocean Beach, New London.

The proposal is due to a request of UAW Auditor for a by-law to cover recurring or pre-approved expenses, and does not change the way union pays those bills.

**Article III - Finances and Expenses**

h. For basic operating expenses (Utilities, Phones, Cell Phones, Internet, Taxes etc.), the check may be written in advance of the authorized voucher. This exception does not eliminate the necessity of preparing the voucher and having it signed after the check is printed.

i. For Union event expenses approved at a General Membership Meeting, the check may be written in advance of the authorized voucher. This exception does not eliminate the necessity of preparing the voucher and having it signed after the check is printed.

j. For expenses approved per the By-Laws of this union, the check may be written in advance of the authorized voucher. This exception does not eliminate the necessity of preparing the voucher and having it signed after the check is printed.

A motion was made to accept the By-Law as presented and to be tabled to the next General Membership Meeting, March 5, 2019 for approval from the membership (Bob Canova), seconded (Jack Bond) and passed to accept.



The Labor Arbitration Institution is holding a Labor Law and Labor Arbitration Conference, May 17, 2019 at the Hynes Convention Center in Boston, MA. A motion was made to send up to 6-members (Aaron Pearson), seconded (Bob Canova) and passed to accept.

The 2019 UAW Collective Bargaining Conference to be held March 31 thru April 5, 2019 at Black Lake, Onaway, MI. A motion was made to send up to 3-members (Bill Dwyer), seconded (Mark Ciliano) and passed to accept.

The United Way Young Leaders are sponsoring a Bowling Night, March 14, 2019 at Spare Time in Groton. Registration begins at 6:00 pm, Bowling is from 7:00 pm to 9:00 pm. Teams of 4 people. The cost is \$30.00 per person which includes pizza and beer for the team. Ticket and raffle proceeds will go to purchasing educational supplies for students in South Eastern CT. They are also looking for Basket donations. You can go to <http://www.uwsect.org> for more info.

The company will be training Supervisors the Sedwick FMLA/Short Term Disability time recording processes.

Councillors Steve Karavolis and Kevin Brodnicki along with President William Louis visited recently retired member David Wilkins, at his home to present him with his retirement watch. Our thoughts and prayers go out to Dave and his family.

**Financial Secretary William May** provided a list of the new member applications:

**APPLICATION FOR MEMBERSHIP TO MDA-UAW LOCAL 571**

<b>BADGE:</b>	<b>NAME:</b>	<b>DEPT</b>	<b>BADGE:</b>	<b>NAME:</b>	<b>DEPT</b>
104893	Wayne Mitchell	448	156212	Kevin Palmer	459
109350	Albert Muratore	459	156352	Cassandra Houle	459
113344	Gary Tourjee	403	156356	Jensen Berry	459
148925	Jarrad Horsley	447	156354	Christopher Diener	459
149520	Ryan Vegt	456	156362	Leah Halle	459
154170	Christina Carruolo	455	156430	Steve Lee	459
155165	Raina Martin	459	156451	Marina Policarpo	455
155300	Adrienne Berner	456	156501	Elizabeth Kruszewski	459
155412	Peter Kolz	341	156510	Michael Konicki	459
155715	Kevin Ohar	459	156556	William Lucero	341
155929	Felita Sayyasenh	459	156646	Samantha McKeachie	322
156174	Cody Boenig	456			

**MDA-UAW Local 571  
E-Council Meeting  
February 6, 2019**

A motion was made to accept the new members (Jim Newman), seconded (Greg Allard) and passed to accept.

A motion was made to adjourn (Greg Allard), seconded (Rick Gianfrocco) 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/uaw-local-571](http://region9a.uaw.org/uaw-local-571)  
Please "like us" on our Facebook site: "[MDA UAW Local 571](#)".  
Also, check for updates of news, pictures of events, etc.***