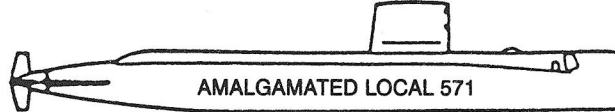


UAW LOCAL 571 MARINE DRAFTSMEN'S ASSOCIATION

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MDA-UAW Local 571 E-Council Meeting Minutes April 1, 2019

April 4, 2019

President William E. Louis called the meeting to order and asked Chaplaincy Committee Chair Deb Basnight to lead us in Prayer and the Pledge of Allegiance. Deb asked to observe a moment of silence for recently deceased member William Combs Jr., Structural Design and retiree and former Officer of the MDA John (Bob) Kelly 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 March 4, 2019 General Membership meeting minutes as circulated and posted. A motion was made (B. Brimmer), seconded (R. Gianfrocco) and approved.

Treasurers Report:

Treasurer Robert Faraci read the Treasurers Report. A motion was made (E. Straub), seconded (P. Smith) and approved.

Correspondence:

To President William E. Louis from the Connecticut and Rhode Island UAW CAP Council, the financial statements as of February 1, 2019.

To President William E. Louis from the UAW International, a letter of acceptance of the MDA-UAW By-Law, Article III-Finances and Expenses changes.

To President William E. Louis from the ULA, Connecticut AFL-CIO, a letter asking for support in assisting Union Families with direct financial assistance, apprentice readiness training, food backpacks for students, seniors monthly food assistance, lock out and striking workers, Thanksgiving turkeys and meals, holiday toys for children and help with job placement and much more.

To President William E. Louis from the International UAW, an Official Call Letter for the 2019 UAW Education Committee Conference to be held April 27 through May 3, 2019 at Black Lake, Onaway, Michigan.

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



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

To President William E. Louis from the International UAW, an Official Call Letter for the 2019 UAW Community Service Conference to be held May 18 through May 24, 2019 at Black Lake, Onaway, Michigan.

To President William E. Louis from the International UAW, an Official Call Letter for the 2019 UAW Family Scholarship to be held July 21 through July 26, 2019 at Black Lake, Onaway, Michigan.

To President William E. Louis from the United Way of South Eastern Connecticut, a flyer for the 2019 UCAN training (Union Community Activist Network). Classes are May 7, 9, 14 and 16 from 6:00 pm to 9:00 pm at the United Way office, 283 Stoddards Wharf Road, Gales Ferry, CT.

Officer Reports:

First Vice President Ken Rowland reported he filed Grievance U-0008-19, Salaried employee performing Bargaining Unit work (cable routing). A member received a 5-day suspension for dozing (first offense). Members are advised to insist on having union representation for any meeting with management that could result in disciplinary action.

Second Vice President David Reagan reported no new step 3 Grievances were filed. Settled Grievance U-0031-18, Salary Supervisor having made inappropriate comments to MDA members. The grievance has been mutually resolved and the supervisor attended sensitivity training and was counselled on proper communication technique. Officers working this case were Grievance Rep. Amy Stephenson, Councillor Taylor Herb, President William Louis, First Vice President Ken Rowland and myself.

Settled Grievance U-0003-19 for allowing an abusive work environment. Also, abusive treatment of a Union Rep. Both parties agree it has been addressed at the highest level of HR. Working this case were Grievance Rep. Joe Wessell, Councillors Nicki Reagan, Mike Alice and myself.

Settled Grievance U-0005-19 for allowing non-authorized forms to be used. Company agrees to cease and desist the use of this form. Working this case were Grievance Rep. Joe Wessell, Councillors Nicki Reagan, Larry Avery and myself.

Recording Secretary Martha Fletcher reported she filed a Step 3 Grievance for unjustly suspending a member for 5-days for dozing, the grievance was settled having the suspension withdrawn from members record. Thank you, Wayne Carbone, Bill Dwyer and Phil Behney for working hard on this grievance.

Financial Secretary William May reported Grievance U-0007-19, member denied performance review progression raise that was settled in step 3 with member receiving raise and back pay owed.

Treasurer Robert Faraci reported no new step 3 grievances. A member received a warning slip for failure to follow supervisor instruction.

A member received a warning slip for inappropriate behavior in the work place.
A member received a warning slip for unexcused absence.
3 ongoing issues of members losing overtime have been cleared up and two members confirmed that they have been made whole and the third should be this week.

Standing Committee Reports:

Joint Technology Committee First Vice President Ken Rowland reported the committee received a presentation by representatives of Provisioning to review a proposed process developed by a PI (black belt) team. The proposal is under review for impact to roles and responsibilities. Concerns were that the process had not been identified to the committee for review in a timely manner, which resulted in a delay for roll out. This will be addressed with Process Improvement leads to ensure JTC review when roles and responsibilities may be impacted. The committee also received a presentation on a revised ERP process platform which changes procurement procedures. We will be getting updates on this as it evolves and evaluate any work responsibility impacts.

Joint Apprenticeship Committee First Vice President Ken Rowland reported the committee met to discuss replacement of an apprentice who left the program. It was determined that there were qualified candidates who had applied for the program originally that could fill the open slot, and those would be evaluated in the same manner as original applicants to fill the vacancy. Updated curriculum for the Electrical Apprenticeship is also being developed and reviewed by the committee in collaboration with Three Rivers CC, to provide the best alignment with Electrical Designer responsibilities. There were four academic alerts issued for students in jeopardy, meetings were held with the students to identify problems and offer help. Thanks to Velma Williams and Joe Marmaud for the time and effort they give in support of the program and the students.

Women's Committee Officer Martha Fletcher reported for Chair Pam Gonski the Regional 9A Women's Committee held a meeting on March 8, International Women's Day. Bev Brakeman, the Director of Region 9A, was able to attend and updated us on the goings on in Region 9A. We talked about harassment (all types of harassment, sexual, gender, etc.) and how we could spread the word against all harassment. The Regional 9A Women's Committee now has a budget that we have been using to send regional women to the Women's Conference at Blake Lake for those unions that cannot afford to pay for their member to attend. We discussed different ideas to raise more money to keep money going into the budget. The Women's Conference at Black Lake is going to be a week early this year, July 28 to August 2. If anyone is interested in going please send an email to Pam Gonski so she can add your name to the list of interested people in going to this conference. You do not have to be female to go to this conference. There are many men from other unions that support their women's committee and attend this conference.

Local 571's Women's Committee is having a get together at Board and Brush on April 11 from 6 to 9. If interested in attending see the flyers on the bulletin boards and the MDA Facebook page for the link to preregister. Question can be directed to Pam Gonski.

Scholarship Committee Officer Martha Fletcher reported a reminder that the 2019 MDA-UAW Local 571 John F. Saffomilla and E. Roy Colville Scholarship applications for \$2,500.00 to 8 members, in good standing, children who are seniors in High School pursuing higher education. Notice and applications are available through your area Grievance Reps and are on our Website. The 2019 UAW Region 9A Richard "Dik" Days has 2, \$1,000 Scholarships available and the Scholarship information is also on our Website.

Veteran's Committee Officer Bill May reported we have secured 3 buses for our Local's Veteran's Committee trip for August 17, 2019 to the 9/11 Memorial in New York City. Flyer with more details will be distributed soon. July 20 is the deadline to reserve a seat. 1st come, 1st serve.

Property Committee Officer Bill May reported that needed repairs were made to the Union Hall over a 2-day period. Gutters were cleaned, front door latch fixed, weather stripping installed, light bulbs and balusters were changed and inside painting was done costing \$914.91.

Absentee Committee Chair Amy Stephenson reported the following E-Board/E-Council members were absent from the March 4, 2019 E-Council Meeting: Dan Aceto, Eric Novick Sharon Bolduc, Kevin Brodnicki, Bob Canova, Nick Defosses, Dave Evans, Tony Giordano, Larry Maskell, Rob Palmer, Steve Karavolis, Tom Montgomery, Jim Newman, Jason Price, Joe Wessell, Herb Taylor and Kevin Fusconi Jr. Due to the snowy weather that day, all absences are excused.

Benefits Committee member Mark Ciliano reported for Ed Nevins the following:

HSA Account Information:

In order to receive the company's contribution, you need to have a open HSA account. To open an account member should visit the GD Service Center, enter your user name/password, you should have an action item telling you to open your HSA account. Click Open HSA now link, follow prompts. In order to get the HSA company match you must make a HSA contribution to your HSA account. We recommend that you check your account often to ensure contributions are being recorded properly

To make or change an HSA contribution:

1. From your Fidelity home screen, click "Menu" (upper left)
2. Click "Life Events"
3. Click "HSA Contribution Change"
4. Click the "+" button next to *Update Your Benefits*
5. Click "Change Contribution"
6. Click "Start this Event"

7. Check the box then click "Next" then "Next" again
8. Click the "Review" button next to *Health Savings Account*
9. Enter your Annual Contribution Amount
10. Scroll down & click "Continue"
11. Scroll all the way down & click "Save & Submit"
12. You will see a Thank you message & a confirmation number

Wellness:

Head and neck Cancer Screening, ear, nose and throat physicians from L&M/Smilow Hospital will perform this 5-minute screening consisting of checking the neck and throat for lumps/bumps. (Groton, Wednesday, April 3, 11-5pm, Nuclear Conference Room and NL, Wednesday, April 10, 9-1pm, Terrace A) All participants will get a free Carhartt travel bag! This screening is recommended for men and women of all ages. Risk factors for head and neck cancer include tobacco use, drinking alcohol and sexual activity/HPV infection.

Retirement Appointments-Fidelity:

Fidelity comes often and offers 1on1 appointments 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. **The closer you get to retirement**, the more you realize how different this next part of your life will be. Fidelity is here to help. In order to properly assess your needs, please bring statements for your retirement and savings accounts. 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. Fidelity was at EB on March 12 and 13. They continue to make themselves available. If interested, contact the Employee Benefits office to schedule your appointment. 860-433-4201.

4th Annual National Nutrition Month:

The benefits committee participated in the Tuesday, March 12 and Thursday, March 14, 11:00am – 1:00pm clinic held in NL. Cholesterol/Glucose Testing, weight and BMI, Body Fat Analysis, Blood Pressure, Flu Shots, Health Counseling, Free Supplement Program.

River Front Children's Center:

The River Front Children's center will be holding an Open House on Wednesday, April 10 between 10:00 am – 11:00am and 5:00pm – 6:00pm. The center is located at 476 Thames Street, Groton. You can visit any time that is best for you or you may call for a private session at 860-445-8151, ext. 4 or email susan.radway@riverfrontchildren.org. This would be for children 3 & 4 years old for September, also school age summer camp. Open mon-Fri 6am-5pm.

EB Family Wellness Center: We have been hearing nothing but positive feedback pertaining to the clinics operation. Members have had nothing but positive feedback. A question did surface concerning a Saturday closing time of 1pm and taking patients up to that time. The

director of employee benefits at their annual meeting with premise discussed many positive cases and the Saturday closing time with the leaderships and they agreed and will see patients until 1pm.

New Councillor Training:

The MDA benefits committee participated and presented to our councillors and over view of our benefits to help them answer questions with members regarding our benefits on March 12 at the Union Hall.

New Hire Benefits:

The MDA benefits committee participated with the EB Employee Benefits Office Presentation to new hires pertaining to upcoming selections/enrollment.

Dependant Verification:

Last month EB Benefits Office notified us that 85 of our members had action regarding their dependents and the deadline was approaching requiring documentation to HMS by 3/26/19. If members fail to provide documentation, coverage for the dependent will no longer have coverage as of 5/1/19. Initial letters went out in January, followed up with a reminder e-mail & letter. If the member still did not produce documents a Final Notice reminder and outbound call is placed. (Remember when adding a dependent to your insurance policy you are required to provide documentation to confirm the eligibility of the dependent(s) you recently added to coverage in the General Dynamics Health Plan).

Process: You would receive a Letter from GD stating important Benefits Information Action Required). This must be filled out properly with all the important documents they require to prove eligibility. They tell you to log onto the www.VerifyOS.com to review dependents and documents required to verify eligibility. HMS must receive all required documents and provides a date they must be returned by. IMPORTANT: HMS is GD's 3rd party dependent verification auditor. If you do not submit all required documents to confirm eligibility of your dependents, your ineligible dependents will be removed from all Health Plans (Medical, Dental and Vision). For more information visit www.verifyOS.com or call GD Help Line at 1-877-321-0791, Monday thru Friday, 8am to 8pm.

The benefits committee reached out to the 85 members providing reminders and a recommendation to double check everything required was actually received following submittal. (The process seems to be a simple one once you have in hand the documents required. One of our committee members was part of a previous Audit).

Members assigned to NNS:

We recently held a Telcon between our members at NPN, MDA Benefits Committee and the EB pharmacy in an effort to improve Rx prescription orders and the member assigned down south.

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).

Community Services Committee Joe Wessell reported **Thank you** to the 45 volunteers that came to the C&S Spring Food Collection at Mohegan Sun! We were joined this time not just by EB friends and family, but also with a great team from Macy's. In total we were able to provide 45,000 meals (50,000 pounds) from this effort to the Gemma E. Moran United Way/Labor Food Bank. They distribute to over 84 local sites, including the Pawcatuck Neighborhood Center, St. Vincent De Paul Place (Norwich), and many town social services offices. Special thank you to our members that helped- Andy Checchia, Michael Coburn, David Courville, Kim Deschamps, Joan Gaynor, Vanessa Golden, John Jones, Tim Kesling, William Louis, Joanna McClenathan, and Mary Pine.

Sat 5/4/19 8:00-11:30am (5/18/19 rain date)- Volunteers needed for the United Way Day of Caring at Coogan Farm's Giving Garden. We will be helping prepare the garden and plant here. The Giving Garden provides thousands of pounds of fresh produce to local Mobile Food Pantries through the Gemma E. Moran United Way/Labor Food Bank. Contact Kim Deschamps, Joe Wessell, or Jim Newman with questions or to RSVP. Volunteer hour certificates are available to EB employees, friends and family that attend.

Every month we are having a focused food drive on items that are in particular need at the over 70 locations and programs the Gemma E. Moran United Way/Labor Food Bank helps. For April the focus is on baby food and formula. Please put donations in the white wood boxes near the entrances to EB. This will be helped by the Carpenter union's Baby Food Drive at all the gates on **April 23, 24, 25**. Thank you for helping support the community- there are still Coast Guard families, MDA members, and others using these donated items.

If you are interested in becoming a campaign volunteer at EB this year (helping with the fundraising presentations in October) we are looking to add a few new volunteers. Please contact Kim Deschamps, Joe Wessell, or Jim Newman.

Health and Safety Chair Rick Gianfrocco reported Groton Building 4: The speakers (PA system) are working but the volume is very low. EB is aware and the vendor has being called in for this Thursday. To all Councillors and Grievance Representatives (FYI); when it comes to members and Ergonomics equipment chairs desk & etc... If the member gets moved he or she is allowed to take that (or have it moved) equipment to their new work area. E.B.'s Director of Environment, Health & Safety(Paul Marsiglio) stands behind this.

Workers Compensation Chair Tim Carlson reported, I want to remind everyone that if one of our members is out of work on worker's compensation, they are entitled to be made whole to a normal 40 hour workweek by utilizing our SDIB days (Supplemental Disability Income Benefits). The MDA is the only group with this benefit. This benefit is processed by

the payroll department after they are notified by EB Company compensation representatives. Occasionally the Company compensation representative may not realize that the person who is out is an MDA member. If a member is out on compensation and they are not getting their SDIB days in a separate check, please call me, Tim Carlson at 860 433-4033 or call the Union Office at 860 448-0552.

Education Committee Chair Kim Deschamps reported the next new member class (54), will be May 7 and is open to members that have not come to a class before. A new councillor class was also held last month, taught by William Louis, Donna Becotte, and the Benefits Committee, and was very helpful for attendees. We would like to hold another class in the future for councillors that were unable to attend the first.

Trustee Bill Dwyer reported for attending the 2019 Financial Officers Conference, the conference highlighted the tools used to conduct a detailed audit of our locals books and identified that our union has updated the Bylaws and check lists in place to perform a detailed audit of all union financial transactions. Additionally based on the horror stories we hear from around the nation we are in good hands provided we all stay vigilant in our duties to the membership.

Old Business:

MDA apparel brochures with many colors, types and sizes with pricing have been distributed to your councillors. See your councillor or go to our website 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 AFL-CIO Workers' Memorial will be held April 28, 2019 at Washington Park, Groton, CT. The event will take place at 8:00am.

A New Councillor Training Class was held at the Union Hall on March 12, 2019. It was well attended and the newer councillors received valuable training to take back to the members. We are looking to have another one in the near future for those who could not attend and for any new appointees. A motion was made to schedule another Councillor training class (A. Pearson), seconded (G. Allard) and supported.

The Veteran's Committee Bus Trip to NY City 911 Memorial will be August 17, 2019. The cost of the event will be \$20 per seat and this will include the bus ride, drinks and snacks and the admission fee into the 911 memorial. July 20th is the deadline to reserve a seat, please contact Karen at the union office to sign up.

We have 3 members at the 2019 UAW Collective Bargaining Convention, at the Walter and May Reuther Education Center, Black Lake, Michigan: James Newman, Jeremy Deschamps and Pam Gonski.

The 2019 Family Scholarship Week has approval for up to 5 members and their family, July 21 through July 26, 2019 at the Walter and May Reuther UAW Family Education Center, Black Lake, Michigan. Any member and their family wishing to go please, contact Karen at the Union Hall to sign up.

The 2019 Chaplaincy Conference is being held at the Walter and May Reuther UAW Family Education Center in Onaway, Michigan June 2 through 7.

The 2019 75th Anniversary, ESAC Conference is being held in Portland Maine, May 20 through 24. A motion was made to sponsor a full page ad in the program for \$350 (J. Husereau), seconded (A. Pearson) and supported.

New Business:

UCAN Training will be held May 7, May 9, May 14 and May 16 2019 from 6:00 pm to 9:00 pm at the United Way Office, 283 Stoddards Wharf Road, Gales Ferry, CT. A motion was made to support members who would like to attend (J. Bond), seconded (J. Wessell) and approved. The cost is \$35 per person and will be covered by the Union. Please call the union office to sign up with Karen if interested.

The 2019 UAW Education Committee Conference will be held April 27 through May 3, 2019 at Blake Lake, Michigan. A motion was made to send up to 3 members (D. Basnight), seconded (J. Wessell) and supported.

The 2019 ConnectiCOSH Awards Night, May 17, 2019 at 6:00 pm, VFW Hall 152 Masserio Drive, Berlin, CT. A motion was made to send up to 4 members and to purchase a ¼ page ad for \$250.00 in the Sponsorship/Ad Book (J. Wessell), seconded (J. Husereau) and supported.

We are looking to purchase a Projector and Screen for use at the Union Hall for future training and meetings. A motion was made (P. Smith), seconded (J. Husereau) and supported, not to exceed \$1300.

The company is in need of instructors for all disciplines for Team Center and NX (PMI) for the MDA work force and for Apprenticeship classes, discipline specific. Please contact the Union Hall and your Supervisor.

The new UAW Constitution Books are available. A motion was made to purchase 100 Books for our leadership (J. Wessell), seconded (J. Bond) and supported.

The Benefits Committee will have a booth at the Health Fair, June 11. A motion was made to raffle off a Flat Screen TV and to purchase 2 MDA-UAW Local 571 table cloths (D. Basnight), seconded (J. Wessell) and supported, not to exceed \$800.

The Connecticut AFL-CIO, John J. Driscoll United Labor Agency is asking for donations to support Connecticut Workers and their families in times of need. A motion was made to donate \$500.00 (J. Wessell), seconded (R. Gaudiano) and supported.

President William E. Louis introduced our retiring UAW Region 9A Servicing Representative, Barry Bayly and thanked him for all he has done for our local and presented him with a Certificate of Appreciation. He then introduced Barry's replacement by welcoming Jose Melara as our new UAW Region 9A Servicing Representative.

The 2019 Community Services Conference will be held at the Walter and May Reuther UAW Family Education Center in Onaway, Michigan, May 18 through 24. A motion was made to send up to 3 (J. Wessell), seconded (R. Gaudiano) and supported.

Our next General Dynamics Conference is being held May 5 through 10 in St. Pete Beach, Florida. We have 5 MDA representatives attending. Dave Reagan, Martha Fletcher, Bill May, Ed Nevins and Tony Giordano.

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

BADGE:	NAME:	DEPT	BADGE:	NAME:	DEPT
137868	Thomas Gilfert	403	156765	David Sherman	459
147080	Steven Cormier*	459	156767	Heather Havelka	456
155750	Stanley Barnes	456	156774	Sarah Aguiar	459
155866	Luis Galvez	459	156777	Connor Moen	459
155867	Kyle Johnson	456	156779	Adam Hotham	459
156366	Troy Lentz	452	156791	Michael Fleming	403
156386	Eric Brumfield	341	156780	Christopher DeJesus	459
156517	Christopher Jackson	458	156787	Elizabeth Folan	403
156551	Robert Whittaker	341	156811	Victoria Baron	459
156477	Elizabeth Morgan	436	156895	Tyler Lowenstein	459
156616	Carra Unick	459	156609	Kaleb Burrs	456
143260	Santos Serrano*	456	156735	Amy Rivera*	459
143529	Alexander Benko*	453	156761	Shahiem Hubbard	456
151552	Daniel Puttre	459	156772	Edward Kosa	456
153065	Kyle Snyder	453	156783	Sean McBride	456
154822	Michael Furlian	456	157022	Matthew Crider	459
156288	John Graves	341	135072	Anthony Mendoza*	459

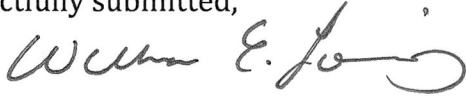
* Reinstated

A motion was made to accept the new members (E. Straub), seconded (G. Maynard) and supported.

A motion was made to adjourn (P. Smith), seconded (R. Gianfrocco) and passed to adjourn.

MDA-UAW Local 571
General Membership Meeting
April 1, 2019

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Martha E. Fletcher', written in a cursive style.

FOR Martha Fletcher
Recording Secretary MDA-UAW Local 571

Visit our WEBSITE on the GDEB Intranet Homepage or at 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.