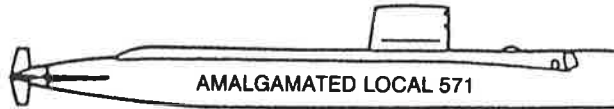




UAW LOCAL 571 MARINE DRAFTSMEN'S ASSOCIATION

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MDA-UAW Local 571 Executive Council Meeting Minutes November 4, 2019

November 6, 2019

President William E. Louis called the meeting to order. Our Chaplain Deb Basnight asked to observe a moment of silence for recently deceased retiree Vincent Farnsworth and all deceased union members, family members and to our Veterans past and present. Deb then led us in the Pledge of Allegiance.

President William E. Louis asked for a motion to accept the October 7, 2019 E-Council Meeting Minutes as circulated and posted. A motion was made (Jack Bond), seconded (Jim Newman) and passed to accept.

Treasurers Report:

Treasurer Robert Faraci read the Treasurers Report. A motion was made (Eric Straub) seconded (Rob Gaudiano) and passed to accept.

Correspondence:

To President William E. Louis from the John J. Driscoll United Labor Agency a request for a donation for their Annual Toy Fund Drive. Last year 750 families throughout the state received help through donations of toys and necessary items.

Officer Reports:

First Vice President Ken Rowland reported a member retired in lieu of further discipline for dozing, second offense. Thanks to Martha Fletcher for helping guide this member through this process in my absence.

Another member is out, suspended pending medical review for dozing, second offense.

Second Vice President David Reagan reported King's Highway:

Filed U-0024-19 Harassing Treatment to a Union member.

Filed U-0025-19 Violation of Article X, change of rate of pay.

Eagle Park:

One member received final written warning for attendance.

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

Recording Secretary Martha Fletcher reported no new step 3 grievances filed.

Financial Secretary William May reported no new step 3 grievance filed.

Treasurer Robert Faraci reported no new step 3 Grievances filed.

Settled Grievance U-0010-19, Unjust Disciplinary Actions.

Settled Grievance U-0015-19, Retaliation and Disparate Treatment.

Thanks goes out to Councillors Tim Carlson, Kevin Brodnicki & Grievance Rep Bill Stamp for their help.

Open grievances still being worked:

Grievance U-0014-19 Salary doing Hourly work

Grievance U-0016-19 Test Writers Doing Administrative Aides work

Two members received security infractions.

There are a lot of other minor issues that go on in Tower C but thanks to the Councillors and grievance reps and the professional way they handled those issues further HR & Union involvement is not needed.

Standing Committee Reports:

Bereavement Committee Recording Secretary Martha Fletcher reported I would like to remind the membership that the Union carries Life Insurance on all active members. Please be sure you have filled out a beneficiary form or update an existing one if you have a beneficiary change. Go to our website under forms, Lincoln Life Beneficiary and send completed copy to martha.fletcher@snet.net.

Joint Technology Committee First Vice President Ken Rowland reported the committee met with planning and engineering personnel to define a prototype process for performing certain piping operations prior to release of the disclosure. The goal is to identify risks and savings opportunities that could be achieved by doing the work earlier.

Joint Apprentice Committee First Vice President Ken Rowland reported informational sessions have been completed for draftsmen interested in joining the fourth cohort of the MDA Apprenticeship. The deadline for applying for the program expired on November 1. Several current apprentice students received academic alerts for grades below 75, with meetings held to identify problems and offer guidance and tutoring help. Thanks go out to those in the company who volunteer their time and knowledge to help our apprentices succeed.

Trustee Chair Eric Straub reported that Phil Behney, Joe Husereau, Jim Newman and I travelled to the Labor Law and Labor Arbitration Conference at the John B. Hynes Veterans Convention Center, Boston, MA. on October 11, 2019.

The event included a moderated panel of five arbitrators who offered interpretations and input concerning recent labor cases. There were lectures on grievance strategies, arbitrator rationale, and advocacy.

We witnessed, first-hand, the differences between arbitrators, and how the same case can be read very differently by different adjudicators.

We thank our union brothers and sisters for an opportunity to learn more about this important area of representation.

Recreation Committee Second Vice President David Reagan reported for Committee Co-Chair Nicki Reagan reported the Union 's next event to be held is our 2019 Holiday Dinner Dance at Foxwoods with the band Sugar on December 14th. Flyers are out. Please see your councillor for all the info if you have not seen one. Tickets are \$25.00 per person. For Room Reservations visit <https://book.passkey.com/go/MDAUAW2019>. Please note: Rooms are available until November 15, 2019.

Absentee Committee Chair Amy Stephenson reported the following E-Council Members were absent from the October 7, 2019 E-Council Meeting: Robert Canova, Jeff Carver, Robert Gaudiano, Taylor Herb, Dan Hall, Joseph Huffman, Aaron Pearson, Dillion Sanborn, Aaron Sawyer and Jason Price.

It is important that all elected Officers, Councillors and appointed Grievance Representatives attend all E-board, E-council and General membership meetings. A memo was made available to council stating the guidelines of meeting absenteeism IAW the By-Laws and the committee.

Benefits Committee Chair Ed Nevins reported:

2020 Annual Enrollment:

Your benefits Annual Enrollment will be November 20 through December 6, 2019. During this time, you will be asked to make your benefits selections for calendar year 2020. You will receive information in the mail for medical, dental, vision and life insurance to help you. The Benefits office will be conducting insurance briefing, times and location will be available shortly.

Enrollment Briefing Schedule:

11/7, Thursday, 7:00am Eagle Park, Bldg. 822-Jefferson & Washington room.

11/12, Tuesday, 4:00pm Groton, Bldg. 88 Tech Center (Spouse welcome).

11/13, Tuesday, 4:30pm, New London, Bldg. 801-Terrace B (Spouse welcome).

11/14, Thursday, 7:00am, Kings Highway, Bldg. 801-1st Floor, North Rooms 102 & 103.

11/18, Monday, 4:30pm, Union Hall, 394 Tollgate Road, Groton (Spouse welcome).

Pre-registration is required if you are bringing a spouse to Groton or New London. You must notify the Employee Benefits Office at (860) 433-4201 at least 5-days prior to the briefing you would like your spouse to attend.

Pre-registration is required if you are bringing a spouse to Union Hall. You must notify the Union Office at (860) 448-0552 at least 2-days in advance.

PLEASE remember that the Groton and New London Visitor Centers close by 4:00pm and are advising people to arrive to earlier to obtain the temporary badge for your spouse well before the office closing.

Fidelity: On October 30 the company informed us that Fidelity erroneously sent refunds of 401K deferrals to approximately 40 employees across several unions. We were told they would be contacting corporate to see what happened and would be getting back to us. Well it seems it was related to a testing error. In order to correct the situation, the MDA benefits committee immediately contacted members in an effort to be proactive informing them not to CASH distribution checks until we hear back. This week's letters will be issued to those members that received checks starting this week. They will be asked to return the money by December 15, 2019. Either send back the original uncashed check, money order or personal check. A prepaid envelope will accompany the letters. If cashed and not returned it will be recorded as income and subject to withdrawal/distribution penalties.

Flu Shots: EB has been offering flu shots for employees, spouses and dependents. Dependents age 18 and older can go to Pharmacy or Wellness Center. Ages 2-18 years flu shots are only available at EB Family Wellness Center. If you would like to schedule an appointment for a flu shot at the EB Family Wellness Center, please go to <http://www.ebfamilywellnesscenter.com>.

Flu shots also distributed at EB workplace locations, for locations and times please refer to the EB communications put out on September 30. If you do not have a copy feel free to call one of the benefits committee members. (High Dose, age 65+ Vaccines also available):

Beginning October 22nd flu shots will be available on a walk-in basis at the **Groton Yard Hospital** 6:00 a.m. to 11:30 p.m. Monday through Friday.

New London Health Services 6:00 a.m. to 3:00 p.m. Monday, Wednesday and Thursday.

Mobile Mammogram: Members eligible for an annual mammogram and covered spouses are eligible to participate in the screening. EB partnered with Hartford Health and Yale New Haven to increase mammogram screening opportunities. This Counts towards "It all counts" portion of the incentive program. *These screening will be offered in Groton and New London starting on Friday, November 1st and November 8th from 8:30am to 2:00pm B Lot-Van Tran Area and Friday November 22nd 8:30am to 2:00pm New London Visitor Center Parking Lot. To schedule appointment contact Gail Cole, Wellness Coordinator at 860.867.4003 or gcole@gdeb.com*

Wellness: The benefits committee continues to work with EB Wellness Coordinators in an effort to increase employee participation "All Counts Participation in mini Health Fairs to help in making the event successful and provide members with an understanding of the importance of participation. The event provided Biometric Health Screening, Flu Vaccinations, Smoking Cessation, Under Weighs Exercise Program, EB Benefits office representatives to answer questions, Diabetic Screening and free Vitamin D, and Low Dose Aspirin. *We participated in the Women's Health Day Event on October 24, New London Groton, October 29, 2019.*

EB Wellness Center Turns “One”:

The wellness center turns one this month, if you are interested in meeting the health team, tour the site and learn more about the services available stop and take a tour from 2-4pm on December 7. There will be Snacks and giveaways and options to schedule a service like an Annual Physical, Lab Testing, Physical Therapy, Vaccinations, Health Travel Consultations, Allergy Injections, Blood Pressure Readings, Flu Shots, On-site Pharmacy, Pre-op, School or Sports.

Electric Boat Retiree Health Coverage “Over 65”: If you’re over 65 or maybe planning to retire and interested in obtaining some information on options and plan designs feel free to contact Beacon Retiree Benefits group, LLC at 1(888)484-0414, ask for Darcy Caslin or Helen Sullivan or feel free to e-mail them at d.caslin@beaconmedicare.com and or H.sullivan@beaconmedicare.com

2020 Medical/Rx Coverage: We finalized the 2020 agreement with Beacon Financial Group, the MTC, Carpenters & Salary groups to move forward for the 2020 calendar year with Anthem.

Enrollment meetings will take place on:

Tuesday, November 12th, 9:00am to 1:00pm, Groton Inn & Suites

Thurs, November 14th, 9:00am to 1:00pm, Groton Inn & Suites

Tues, November 19th, 9:00am to 1:00pm, Groton Inn & Suites

Wed, November 20th, 9:00am to 1:00pm, Groton Inn & Suites

UHC Benefits Advocate:

Our benefits advocate for UHC is Alicia Kelley, Alicia is available to answer your benefits needs here at EB. If you have questions regarding your United Healthcare Health Insurance benefits or claims feel free to contact her at: Groton Location Mon, Thurs & Fri building 45A, 1st Floor, 8:00am to 4:30pm, (860)433-6552 or At Quonset Tuesdays & Wednesdays 8:00am to 4:30pm at (401)268-2240.

MDA-Benefits Committee:

If you have any insurance questions or concerns feel free to contact a benefits committee member today:

Mark Ciliano 867-1831, New London, Tower C

Jim Newman 433-2558, Groton, Shipyard

Chairman Ed Nevins 867-2563, New London, Tower B

Community Service Committee Jim Newman reported for Committee Chair Don Miller

reported thank you to everyone that participated in the 2019 EB Employees’ Community Services Association (EBECSA) campaign! Over 4,500 employees came out to the over 125 meetings our team hosted in New London, Shaw’s Cove, Long Hill, Eagle Park, King’s Highway, Security, 88-3, and COATS bldg. This was an amazing effort by many people. Thank you to our MDA members that helped with the campaign presentations: Larry Avery, Tina Bobinski, Tim Carlson, John Charette, Jeremy Deschamps, Amanda Fagan, Brandy Forbes-

Gordon, Joan Gaynor, Paula Gilger, Pam Gonski, Nataly Hage, Ray Hamilton, Michelle Ingalls, Brad Lamphere, Amber Maglio, Joanna McClenathan, Jim Paulsen, Lisa Poirier, Nicole Reagan, Aarron Sawyer, Jennifer Wessell, Linda Widstrom, Nicole Wilcox, Anne Wurzbacher,

and Jennifer Zamora. We would also like to thank the United Way Labor Liaison Sharon Peccini and Retiree and past MDA Community Service Committee Chair Joe Wessell. Pledge forms were just sent out to employees at other locations (NNS, QP, etc.) and need to be returned by Nov 27, 2019 to be eligible for the raffle. Winners will be drawn and prizes distributed in early December.

On Saturday, October 26, 2019 our team participated in a food drive at Stop & Shops in Colchester, Groton, Montville, Norwich, and Waterford. In total 6,392 pounds of food and \$2,075.01 in donations were collected. Thank you to everyone that dropped off donations, and the many employees that donated their time.

On Wednesday, October 30, 2019 our team participated in a food collection after the US Foods trade show at Mohegan Sun. This show was much smaller than anticipated, with most food already being stored on pallets ready to go onto the trucks from the refrigerators and freezers in the back, and the volunteer turnout was larger than for any other event we've had in years. In total 12,953 pounds of food and other items were collected. Thank you to the over 90 employees that donated their time, including MDA members: Crystal-Rose Boulet, Paula Brown, Jesse Burke, David Courville, Peter Crizer, Kim Deschamps, Ken Fontaine, Joan Gaynor, Johanna Harris, Shahiem Hubbard, John Jones, Steven Kersey, Bill Louis, Don Miller, Marisa Moran, Rob Niell, Jim Newman, Nicholas Pedro, Freya Phelps, Mary Pine, Martha Rowan, and Linda Widstrom.

If you haven't already, please subscribe for the EBECSA blog on the homepage so you can receive emails about upcoming opportunities. Also, in each blog is a link to the website with relevant pictures and other information. A reminder to call 2-1-1 or committee members if you or someone you know would like more information on how to use or help these local non-profit programs, and thank you for all your support!

Community Service Committee members: Chair Don Miller, Jim Newman and Kim Deschamps.

Education Committee Treasurer Robert Faraci reported for Committee Chair Kim Deschamps reported the next new member class has been scheduled for November 5, 2019. If you haven't been to class and would like to, please contact Karen Heroux at the Union Hall (860) 448-0552, she is contacting the newest members and keeping track of RSVPs. Councillor class and the standing committee workshop are both being planned.

Consumer Affairs Chair Tim Carlson reported a reminder to go to: <https://www.unionlabel.com/> for apparel made in the USA and <https://unionlabel.org> for

the Union Label & Service Trades Department, AFL-CIO what to buy and what to boycott lists.

Health and Safety Committee Chair Rick Gianfrocco reported **Kings Highway**: The Air vent system is having more cleaning done for the month of November.

New London Garage: Some of the expansion joints have been temporary fixed in the parking garage. The repair is scheduled for approval in 2020 following the completion of the design and construction bids.

Worker's Compensation Committee Co-Chair Tim Carlson reported on October 25, 2019 2 members of the L571 Workers' Compensation Committee and 2 members of the Local 571 Safety Committee attended the 2019 ConnectiCOSH Health & Safety Convention in Meriden. The morning session offered 4 different workshops. Workers' Compensation Committee members Vinny Blanco and Tim Carlson attended the workshop on your rights regarding Workers' Compensation law. State Representative and Attorney Christine Conley gave a very informative presentation.

The afternoon session featured a ConnectiCOSH business meeting. After the business meeting the keynote speaker was supposed to be Occupational Health & Safety Instructor Eric Reinhardt from the New York office of OSHA. But politics came into play. At 6:00 in the evening the night before, Reinhardt was called at his home by his supervisor and was instructed not to speak at the ConnectiCOSH Convention. The principals of the ConnectiCOSH E-board were able to get an OSHA investigator out of the New Haven OSHA office to give a talk on OSHA inspection and enforcement. There are only 900 inspectors in the country right now. A few years ago, there were 3,000 inspectors.

Women's Committee Chair Pam Gonski reported I would like to thank everyone who donated Halloween Costumes to the Women's Committee Costume Drive. We received many costumes and Trick or Treat Buckets from King's Highway. Committee member and retiree Judi Page delivered the items to Safe Futures in New London, where they were well received.

The Women's and LUCA Committees will be having a Holiday Family Photo Event to include photos taken with Santa and Mrs. Clause and/or other Seasonal backgrounds. Your photo cards and envelopes will be provided at no cost. Pets are welcome for photos and there will be crafts for children and light refreshments. December 7, 2019, 10:00am to 4:00pm at the Union Hall, 394 Tollgate Road, Groton. Please call the Union Hall with any questions.

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 Heroux at the Union Hall with your order. Hooded and zippered sweatshirts and other styles have been added. We have had a great response and are continuing to order.

Note: Price changes and updated catalogs will be sent to councillor asap.

The Region 9A Veteran's Dinner Dance, is being held November 9, 2019 at the Double Tree by Hilton. We have 34 members and their guests attending representing the MDA.

A change in the location this year for our December General Membership. The Meeting will be held at Groton Inn & Suites, December 2, 2019, 4:30pm.

New Business:

The Union Office now has a count for members wanting red solidarity shirts. A motion was made to purchase these shirts at a cost not to exceed \$25,000.00 (Jack Bond), seconded (Jim Newman) and passed to accept.

A motion was made to purchase \$500.00 of gift certificates for raffle prizes at the December's Christmas/Holiday Retiree Luncheon (Brian Brimmer), seconded (Bob Canova) and passed to accept.

The Union Hall is in need of a newer Laptop Computer for Committees and Officers on travel. A motion was made for this purchase not to exceed \$1,000.00 (Ed Nevins), seconded (Jack Bond) and passed to accept.

Our Benefits Committee and Officer Ken Rowland will be visiting our members working in Newport News and Norfolk Virginia for Health Benefits Open Enrollment Briefings. A motion was made to take these members off the clock and be taken to lunch at that time. In addition, these members are unable each year to make our Holiday Dinner Dance. A motion was made for these members to be taken off the clock and provided lunch and to have a Holiday Dinner Gathering with guest in Virginia (Brian Brimmer), seconded (Bob Canova) and passed to accept.

The John J. Driscoll United Labor Association will be having their Annual Toy Fund Drive. A motion was made to donate \$500.00 (Bob Canova), seconded (Jack Bond) and passed to accept.

The Union Office has run low on pens that we provide to members attending the New Hire Class and distribution at Health Fairs. A motion was made to purchase 1,000 pens at a cost not to exceed \$450.00 (Aaron Pearson), seconded (Rick Gianfrocco) and passed to accept.

The United Way's Labor Liaison Sharon Peccini who has been such a big part of organizing community activism and providing help in trying times to our membership will be retiring soon. A motion was made to present Sharon with a watch from our Local (Deb Basnight), seconded (Brian Brimmer) and passed to accept.

For the Good of the Union

On November 13, 2019 the negotiation team and the E-board will have their kick-off meeting at the Union Hall to go over important aspects for our up-coming 2020 contract negotiation.

Potentially eligible employees will receive a letter in the mail to their home instructing them to submit an unemployment through the CT Department of Labor website On December 9, 2019. A letter will also be sent to any new hires in the month of December during the week before the shutdown. Claims should not be submitted outside of this window.

- Potentially eligible employees are defined as employees that have not been employed long enough to accrue enough vacation time to cover the shutdown.
- MDA employees who have started work at EB between 10/1/18 to present.
- Once a claim is submitted, the CT Department of Labor will validate the information entered and pay claims according to their criteria.
- Payments will be issued by the end of January/early February via debit card or direct deposit.

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

| BADGE: | NAME: | DEPT |
|---------------|---------------------|-------------|
| 154430 | Jessica Kendrick | 472 |
| 156161 | Mary Jo McCarthy | 436 |
| 156708 | Ronald Pozzato | 456 |
| 157568 | Robert Reynolds | 341 |
| 157571 | Kayly Pelagalli | 341 |
| 157664 | Clauther Poncet | 456 |
| 157666 | Armando Aguirre | 456 |
| 157742 | Nathan Pasell | 456 |
| 157876 | Natasha Izquierdo | 322 |
| 157890 | Krystle Parmentier | 456 |
| 157891 | Victoria Parmentier | 456 |

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

A motion was made to adjourn (Jack Bond), seconded (Aaron Pearson) 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
Please "like us" on our Facebook site: "[MDA UAW Local 571](#)".
Also, check for updates of news, pictures of events, etc.**