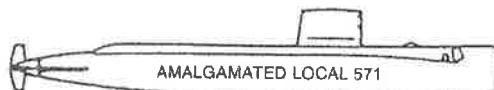




**UAW LOCAL 571**  
**MARINE DRAFTSMEN'S ASSOCIATION**



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*MDA-UAW Local 571*  
*E-Council Meeting*  
*November 5, 2018*

November 6, 2018

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

**President William E. Louis** asked to observe a moment of silence for recently deceased union member Marc Rajotte, retirees Gilbert Cunningham and Robert Bronson, family members and to our Veterans past and present.

**President William E. Louis** asked for a motion to accept the October 1, 2018 E-Council Meeting Minutes as circulated and posted. A motion was made (Jack Bond), seconded (Joe Husereau) and passed to accept.

**Treasurers Report:**

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

**Correspondence:**

**Recording Secretary Martha Fletcher:**

**To President William E. Louis** from UAW Region 9A a Save the Date notice for the Civil & Human Rights Dinner Dance, January 18, 2019 at the Hartford Hilton.

**To President William E. Louis** from the Connecticut Trooper Magazine asking for our local to purchase ad space.

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



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

**To President William E. Louis** from UAW Region 9A an invitation to a Celebration paying tribute to Julie Kushner in honor of her retirement, Friday, December 7, 2018 at the Hartford Hilton Hotel.

**To President William E. Louis** from the United Labor Agency for a donation for the Annual 2018 Holiday Toy Drive.

**To President William E. Louis** from Safe Futures a Thank You Letter to our Local and the Women's Committee for the donations of Halloween Costumes. The costumes helped made their Children's Halloween Party a big success.

**To Chief of HR Steven Alger** from First Vice President Ken Rowland a Letter of Intent to Arbitrate Grievance U0028-18.

**Officer Reports:**

**First Vice President Ken Rowland** reported that a Step 3 meeting was held on grievance U0028-18, member being denied a 4-10 hour day workweek. The union feels the denial is unjustified. The grievance remains unsettled at this time, further action will take place.

**Second Vice President David Reagan** one new Step 3 Grievance was filed, U-0030-18 Non-Bargaining personnel Doing Bargaining work (Planning Dept).

We had one member who was discharged during probation for multiple un-sats.

We had one-member suspension pending for rules and regulation.

We had one member terminated for dozing second offense.

**Recording Secretary Martha Fletcher** reported no new step 3 Grievances. U-0019-17 was settled at Step 3, management allowing disparate treatment, retaliation, harassment, bullying and abuse of authority against our members. The company agreed with the union and took appropriate action and provided settlement with precedent and prejudice. Thank you to Joe Wessell and Rick Gianfrocco.

U-0019-18 was settled at step 3, the company allowing non-MDA bargaining unit to perform MDA bargaining unit work of D341 Chemist. A settlement to return the work to D341 and make our members whole. Thank you to Jack Bond, Glen Pothier, Joe Husereau, Jim Newman and Kevin Fusconi.

A member received a one-day suspension for abuse of company time.

**Financial Secretary William May** reported no new Step 3 Grievances.

**Treasurer Robert Faraci** reported no new Step 3 Grievances.

**Standing Committee Reports:**

**Joint Technology Committee Officer Ken Rowland** reported that the committee is reviewing design deliverables as well as T/A and B/A processes to ensure roles and responsibilities are maintained. Design work is MDA responsibility regardless of when it is performed. The committee is reviewing MMAP process gaps and how they are being addressed, and any impacts to roles and responsibilities.

**Citizenship and Legislation Committee Officer Ken Rowland & Chair Joe Husereau** reported that he had sent lists of UAW endorsed candidates for State and Local offices in Connecticut and Rhode Island to the MDA Leadership, and urged them to share that information with the members in their areas. **Co-Chair Joe Husereau** reported that this election is critical to the future of Unions and urged our members to vote for those candidates who support unions and will work to preserve programs like Social Security and Medicare.

**Recreation Committee 2nd Vice President Dave Reagan** reported the following are the existing 2018 recreation events:

MDA Holiday Dinner Dance 12/8, Foxwoods Casino, Ledyard, CT.

Ticket sales are as follows:

11/05/18 11:00am – 12:30pm Groton Bldg 88 Cafeteria

11/06/18 11:00am – 12:30pm Long Hill Rd Conference Room

11/08/18 11:30am – 12:30pm New London Cafeteria

11/09/18 11:30am – 12:30pm Kings Hwy Cafeteria

11/13/18 11:30am – 12:20pm Groton Bldg 88 Cafeteria

11/15/18 11:30am – 12:30pm New London Cafeteria

2<sup>nd</sup> Shift Call Jack Bond (860)433-3021

Retirees Call Karen Heroux at the Union Hall (860)448-0552

Tickets can also be purchased at the Union Hall during working hours.

Rooms are available until 11/19/2018.

Please visit Foxwoods Website: <https://aws.passkey.com/go/MDAUAW2018> for rooms.

**Joint Apprentice Committee Officer Martha Fletcher** reported that there have been 47 applicants completed and received for the 3<sup>rd</sup> Cohort Apprentice Class. Selections should be announced before the Thanksgiving break.

**Absentee Committee Dave Evans** reported the following E-Council members were absent from the October 1, 2018 General Membership Meeting: Vinnie Blanco, Josef Knets, Greg Maynard, Rob Palmer, Jason Price and Brandi Forbes-Gordon.

**Community Services Committee Chair Joe Wessell** reported Wow what a month! The EBECSA Campaign is now complete. Thank You all who participated and helped with the presentations, the food collection at the Mohegan Sun, and the packing veggies for the Mobile Food Pantry.

From the Oct 4<sup>th</sup> food collection at Mohegan Sun: we had over 60 volunteers collected 13,290 pounds of food and supplies. Special thanks to MDA members Kevin Brodnicki, Andrew Checchia, Patricia Conway, David Courville, Pete DeMarco, Jeremy Deschamps, Kim Deschamps, Carol Esidore, Ken Fontaine, Joan Gaynor, Pam Harvey, John Jones, Bill Louis, Lou Manfredi, Holly Montibrian, Mary Pine, Phitsamay Sourinho, Linda Widstrom, and John Wirth.

From the Oct 30<sup>th</sup> Food Sorting Party at the Gemma E. Moran United Way/Labor Food Bank: we had 15 volunteers come out to tour the center, and we packed 3 pallets of carrots, onions, and potatoes for the Mobile Food Pantry. Special thanks to MDA members Kim Deschamps, Amy Houser, Jim Newman, Mary Pine, Joe Wessell, and Linda Widstrom.

For the EBECSA 2018 campaign, about 4500 employees came to one of our 120 presentations. Special thank you to the team of MDA volunteers that helped during the presentations: Tina Bobinski, Paula Brown, Tim Carlson, Jeremy Deschamps, Kim Deschamps, Gordon Duer, Amanda Fagan, Ken Fontaine, Joan Gaynor, Paula Gilger, Pam Gonski, Ray Hamilton, Michelle Ingalls, Amber Maglio, Joanna McClenathan, Don Miller, Jim Newman, Elizabeth Poirier, Nicole Reagan, Rosemary Taft, Laura Watson, Jenn Wessell, Joe Wessell, Linda Widstrom, Nicole Wilcox, Karen Willis, Anne Wurzbacher, Bill Louis, Ken Rowland, Bob Faraci and Dave Reagan.

Thank you from the committee:

Joe Wessell

Kim Deschamps

Jim Newman

**Education Committee Chair Kim Deschamps** reported New Member class 52 went well, and class 53 is in the works for December.

**Recognition Committee Chair Kim Deschamps** reported any members particularly councillors, committee chairs, and officers are encouraged to report union members that have spent their free unpaid time supporting union causes (such as rallies, community service events, etc.). Please send member name, event, and approximate hours to Kim Deschamps asap for recognition.

**Benefits Committee Ed Nevins reported:**

**2019 Annual Enrollment:**

Your benefits Annual Enrollment will be November 14 - November 30, 2018. During this time, you will be asked to make your benefits selections for calendar year 2019. 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.

ABHP Plan: When making your selections make sure you select the "Enhanced" option if you would like the company contribution (seed) and match to your HSA. The standard option does not afford you the company match and/or seed money. If you are enrolled in medical coverage elsewhere,

including Tricare or Medicare, the IRS prohibits you and EB from contributing to the HSA so you need to select Standard, everyone else should select ENHANCED.

Important reminder: You should make sure your benefits pin number is working so you may gain access to the benefits website [www.gdbenefits.com](http://www.gdbenefits.com) to complete your 2019 annual enrollment. At a minimum you should always review your benefits plan selections and print a copy for your records.

Starting in January 2019 we will have one plan option. The (ABHP) Account Based Health Plan will be the only plan available in 2019 along with the (HSA) Health Saving Account. In 2019 the Protection plus Plan will no longer be available.

EB briefing schedules, times and places will be posted shortly. The MDA will be holding a briefing on November 19th at 4:30pm, at Union Hall.

Open Enrollment Meeting Schedule: Thursday, November 8, 9:00am-1:00pm, Wednesday, Nov 14, 9:00am-1:00pm, Thursday, Nov 15, 9:00am-1:00pm and Wednesday, Nov 28, 9:00am-1:00pm. Call 1(888)484-0414 and get your information today.

Hearing Aides: Available to Electric Boat employees and family members is a full-service hearing care office called Ascent Hearing. Staffing the office is Bethany, who is a doctor of audiology. It is conveniently located in the Charter Oak Credit Union building on Chicago Avenue across from EB Pharmacy. Electric Boat benefit offers free hearing evaluations and discounted pricing on hearing aids. Hearing aids can also be billed to insurance for those who have the Electric Boat United Healthcare plans. Insurance will cover a substantial portion of hearing aids after satisfying your deductible and will cover hearing aids at 100% after satisfying your out-of-pocket maximum. 18-month interest free financing is also available through Care Credit to those who qualify. Ascent Hearing uses Starkey brand hearing aids, the only all-American hearing aid. Appointments are preferred for hearing evaluations and to schedule or to ask any questions, you can speak to a scheduling coordinator at 1(844)339-6147 or you can speak to Bethany, the audiologist directly at 1(860)-629-0781.

Flu Shots: EB Health & Wellness will be offering Flu shots to all EB employees beginning October 9, 2018. Check the schedule on-line using the EB Home page. Locations are NL Tower A 11/13/18, NL Tower B 11/14/18 and NL Tower C 11/15/18. You can also obtain them with the EB pharmacy, Groton yard hospital walk in. Call benefits to obtain more information or your benefits committee.

Pensions: New Withholding Requirement:

On Monday the MDA Benefits committee, Union Office and EB benefits office received numerous calls from retirees concerning Fidelity implementing tax withholdings on pension checks. We were able to find out that the EB Benefits Office and Corporate was not aware of this taking place. The benefits Office is referring employees to the CT-W4P form and recommending employees talk to their accountants. It appears a 6.99% State Tax was imposed on with holdings. We are looking into this and hope to get to the bottom shortly.

To complete a CT-W4P Form and either mail it to GD SERVICE CENTER, PO BOX 770003 CINCINNATI, OH, 45277-0070 OR FAX TO 877-401-0870. You can also visit the Union Website. Here is a link to the form:

<https://region9a.uaw.org/uaw-local-571/forms-0/retirement-retiree-information>

**EB Family Wellness Center:** Located at 32 Chicago Ave, same building as EB Pharmacy.

This health center will be operated by premise health, same organization they have used since 2007 with the EB pharmacy. Services Include: Primary Care, Acute Care, Urgent Care, Laboratory Services, Disease management, lifestyle management, and physical therapy.

This center is scheduled to open November 27th.

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 the age of 2 years old 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.

Hours Operation: Monday-Thursday, 7am-6pm, Friday 6am-5pm and Saturday 8am-1pm.

**New Hire Briefings:** The benefits committee continues to participate in the MDA new hire orientations being held at the Union Hall and with Electric Boat. These events provide our new hires with a benefits overview and opportunity to ask questions.

**Fidelity:** EB benefits office brings in Fidelity periodically to provide complimentary one on one consultation for all employees with an experienced representative to help you develop your own comprehensive plan to aide in retirement. If interested in upcoming classes watch your communication e-mails or call the benefits office at 860-433-4201.

**Electric Boat Retiree Health Coverage "Over 65":** If you're over 65 or maybe even 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 [thematd.caslin@beaconmedicare.com](mailto:thematd.caslin@beaconmedicare.com) and or [H.sullivan@beaconmedicare.com](mailto:H.sullivan@beaconmedicare.com)

**2019 Medical-Rx Coverage:** We met with Beacon Financial Group on October 2nd, along with the MTC, Carpenters & Salary groups in an effort to review benefits for the upcoming year.

**UHC. Dental. Short Term Disability (A&S) and Retirement Concerns:**

Our committee continues to work with our members to answer questions, resolve problem areas they may be having with insurance related benefits. Feel free to contact any member of the committee to address your concern.

**UHC Benefits Advocate:** Alicia Kelley is our new benefits advocate here at EB. If you have questions regarding your United Healthcare health Insurance benefits or claims feel free to contact her at: Monday, Thursday & Friday-Groton Building 45A, 1st Floor, 8:00am-4:30pm, 860-433-6552 or Tuesday & Wednesday 8:00am-4:30pm at (401)268-2240.

**Website:** You can always visit the EB Benefits and Wellness link on the EB home page to learn more about FMLA, Your benefits, HSA, MD LIVE, EB Pharmacy, Wellness, Fidelity, UHC Advocates, and 401K, Retirement, On Site Labs and Contact Information. (Along with diabetes programs, Healthy rewards App's).

**Woman's Day of Health Event:** On October 17th the benefits committee participated with the EB benefits office in talking to members and helping them have a better understanding with Biometric Screening (Blood Pressure, BMI, and Cholesterol), supplements programs, Flu Shots and Bone Density Scans. Remember this is counted toward the "IT ALL COUNTS" of EB incentive.

**Wellness:** The benefits committee continues to work with the EB Well ness Coordinators in an effort to increase employee participation "All Counts Participation. We attended many mini Health Faires to help make the event successful and provide members with an understanding of the importance of participation. (The events provide Biometric Health Screening, Flu Vaccinations, smoking cessation, under weigh exercise program, EB Benefits office representatives to answer questions, Diabetic screening and Free Vitamin D, and baby Aspirin's. We ask that you participate in these programs so you're credited with participation in the programs.

**FMLA:** The MDA benefits committee, Bill Louis and Ken Rowland have been meeting with the EB Benefits office, MTC and Carpenters unions in an effort to improve the administration process for utilization of FMLA for the membership. This issue was resolved and we will be moving forward with the new policy in an effort to make it easier moving forward.

**Backup Daycare Connection:** On January 1, 2019 EB will be implementing a backup Daycare benefit for child and adult dependent care. EB partnered with LifeCare to provide employees find safe, temporary care for children and adults for whom they have primary caregiving responsibilities when regular plans are disrupted, such as Holidays, vacations, travel, illness, school closures, etc. All active employees will have access to 5 uses annually. No transfer of bank or borrowing to another employee. Members would call a Toll-Free Number or visit LifeCare on line, number and link will be provided in future communications.

**Benefits Committee:** Remember if you have insurance questions or concerns feel free to contact a benefit committee member today (Mark Ciliano 867-1831, Jim Newman 433-2558, and Chairman Ed Nevins 867-2563).

**Women's Committee Chair Pam Gonski** reported the Women's Committee collected many new and slightly used Halloween Costumes and Decorations for Safe Futures. Safe Futures was very receptive to receiving them and their clients made use of them at their Halloween Party.

Members of the committee participated in a fundraising walk for Safe Futures on October 14<sup>th</sup> at the Crystal Mall in Waterford Ct. A great time was had by all her attended.

**Workers Compansation Committee Tim Carlson** reported that on October 19, 2018 the committee of Tim Carlson, Nick DeFosses and Vinnie Blanco, along with the Health and Safety committee Rick Gianfrocco and Rob Gaudiano attended the ConnecticCosh annual meeting in Meriden at the Local 777 Pipefitter training school. The Workers Compensation Work Shop was very informative. It was moderated by Attorney Steven Zion from the law office of Embry & Neusner. The Keynote speaker was Les Leopold, Author of "Runaway Inequality". Les Leopold had in the past spoke at our Councillor Training.

### **Old Business:**

Design 2<sup>nd</sup> shift is continuing on until the move to the new facility in North Stonington.

The move to the new facility that was expected to take place sometime in September is now expected to take place during the Veterans Day weekend.

MDA-UAW apparel brochures with many color, types and sizes with pricing have been distributed to your councillors. See your councillor for the brochure and contact the MDA office with your order. Hooded and zippered sweatshirts and other styles have been added. The second order has already arrived and distributed. Due to the positive response to the ordering of the MDA-UAW apparel a third order will be sent soon.

The UAW Region 9A Veterans Council 21<sup>st</sup> Annual Dinner Dance to be held Saturday, November 10, 2018, 6:00 pm, at the Doubletree Hilton, Bristol, CT.

The UAW Region 9A Civil & Human Rights Dinner will be held Friday, January 18, 2019 at the Hilton Hartford Hotel, Hartford, CT. Tickets and Ad Book information to follow soon.

### **New Business:**

President Bill Louis, Second Vice President Dave Reagan, Benefits Committee Ed Nevins and Mark Ciliano will be flying down on the EB shuttle to a Benefits Forum with the company for our members on permanent assignment in Newport News, Virginia on November 9, 2018. A motion was made to bring our members (members, not company) out to lunch after the forum (Mark Ciliano), seconded (Jim Newman) and passed to accept. A second motion was accepted to reimburse these members for their Christmas Dinner they attend as we did last year.

Our amalgamated DXC/CSC has 9 members and 3 will be laid off. DXC/CSC is working towards finding them new jobs within the company.



The United Labor Agency is beginning their annual Toy Fund Drive. They have reached out to our local for support as we have done in the past. A motion was made to donate \$500.00 (Ed Nevins), seconded (Joe Husereau) and passed to accept.

Our UAW Regional Director Julie Kushner has retired after 40 dedicated years as a Labor Leader. There will be a celebration paying tribute to Julie on December 7, 2018 at the Hartford Hilton Hotel, Hartford, CT. A motion was made to purchase and present a watch to Julie (Mark Ciliano), seconded (Bill Dwyer) and passed to accept.

We will be hosting a 2019 Benefits Forum on November 19, 2018 at 4:30 pm at the Union Hall. Please contact the Union Hall if you plan to attend. A motion was made to provide dinner (Bob Canova), seconded (Bill Dwyer) and passed to accept.

A motion was made to spend \$500.00 for raffle items for the December Retiree Luncheon for the Holiday (Mark Ciliano), seconded (Bill Dwyer) and passed to accept.

We will be having our Holiday General Membership Meeting on December 3, 2018 at Ocean Beach Park, New London. Please let your Union Councillor, Grievance Rep, Officer know or call the hall if you plan on attending so that we can get a rough head count for food ordering. A motion was made to spend \$1,000.00 on raffle items (Joe Husereau), seconded (Jack Bond) and passed to accept.

A motion was made to send out reminder postcards for the December General Membership Meeting (Eric Straub), seconded (Jack Bond) and passed to accept.

President William E. Louis swore in appointed new councillors Sharon Bolduc (Bldg. 221) and Dylan Sanborn (Bldg. 88).

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

<b>BADGE:</b>	<b>NAME:</b>	<b>DEPT</b>	<b>BADGE:</b>	<b>NAME:</b>	<b>DEPT</b>
122730	Samuel James *	459	154762	Adam Mocek	453
134012	Robert Schober *	459	155327	Madalyn Cika	459
146788	Shane Elliott	453	155847	Don Hatfield	604
149680	Adam Keller	448	155910	Michael Steiner	460
149996	George Sourivong	453	156090	Philip Green	459
150315	Eleni Shogren	452	156118	Amanda Topping	403
150950	Donna Allen	456	156133	Timothy Subashi	403
151943	James Stolaronek	452	156142	Robert Lang	403
152173	Karol Siok	456	156175	Annamarie Craven	456
152395	Joseph Hirschowitz	453	156178	Colby Wright	459
152431	Nicholas DiBonaventura	447	156185	Samantha Hansen	459

**MDA-UAW Local 571**

**E-Council Meeting**

**November 6, 2018**

152607	Steven Kersey	460	156203	Crystal Daigle	458
152875	Samuel Luebke	453	156277	Zachary Garceau	403
152909	Leonard Platt	456	155225	David Knowles	453
153015	Alec Schoop	453			

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

A motion was made to adjourn (Joe Husereau), seconded (Jack Bond) and passed to adjourn.

Respectfully submitted,



Recording Secretary MDA-UAW Local 571

**Visit our WEBSITE on the GDEB Intranet Homepage or at <https://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.**