

**GRAND LODGE
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS**

**MINUTES OF THE EXECUTIVE COUNCIL MEETING
BALLY'S ATLANTIC CITY
ATLANTIC CITY, NEW JERSEY**

AUGUST 15-16, 2018

International President Robert Martinez, Jr., called the meeting to order at 9:00 a.m. on August 15, 2018. Executive Council Members Dora Cervantes, Philip Gruber, Gary Allen, Mark Blondin, Sito Pantoja, Stan Pickthall, James Conigliaro, Rickey Wallace, Brian Bryant and Robert Scardelletti were present.

APPROVAL OF MINUTES

The Executive Council reviewed the minutes from the May 8-10, 2018, Executive Council Meeting.

After review, a motion was made, seconded, and carried, to approve the minutes from the May 8-10, 2018, Executive Council Meeting.

INTERNATIONAL PRESIDENT'S REPORT

International President Robert Martinez, Jr., congratulated the Executive Council on the re-run election win.

International President Martinez introduced IAM General Counsel Mark Schneider to present the letter from the Department of Labor with the election results.

International President Martinez advised the Executive Council on the following changes to the Executive Council effective October 1, 2018:

- General Vice President Mark Blondin has been appointed to become the General Vice President of the Aerospace Territory.
- International President Martinez advised the Executive Council on the platform and parameters of the Aerospace Territory which included the negotiations of requested Aerospace contracts and training (preparation of stewards and members).

Motion – Appoint an Assistant Secretary to the General Secretary-Treasurer

International President Martinez led a discussion with the Executive Council on the need to appoint an Assistant Secretary to the General Secretary-Treasurer.

After discussion, a motion was made, seconded, and approved, to appoint current Chief of Staff Paul Kendall to the position of Assistant Secretary to the General Secretary-Treasurer effective October 1, 2018.

International President Martinez introduced Chief of Staff Owen Herrstadt to the Executive Council to present a report on the North American Free Trade Agreement (NAFTA).

International President Martinez updated the Executive Council on Rolls Royce.

International President Martinez advised the Executive Council on a meeting with IG Metall for possible organizing of German companies.

International President Martinez advised the Executive Council that the next Executive Council meeting will be on November 14, 2018, at the Paris Hotel in Las Vegas, Nevada.

International President Martinez updated the Executive Council on the upcoming Aerospace Conference and that, as of this time, there are 275 members registered to attend.

International President Martinez updated the Executive Council on the Labor Council for Latin American Advancement's (LCLAA) recent convention and advised that the IAM board members were re-elected.

International President Martinez advised the Executive Council that he met with the Independent Carpenters Union and they are looking at a possible affiliation with the IAM and invited the Carpenters Union's Executive Board to the Spanish Class at W3.

International President Martinez updated the Executive Council on the displaced Harley Davidson members from Local Lodge 176 in Kansas City, MO. The IAM is working to help place the workers with Harley Davidson in York, PA.

International President Martinez advised the Executive Council that he and General Vice President Allen are working with Healthcare Director Marti Garza on organizing initiatives for healthcare workers.

International President Martinez advised the Executive Council that he is looking at the impact that "Janus" will have on Federal Workers in the IAM.

International President Martinez updated the Executive Council on the great win at Boeing in South Carolina.

International President Martinez updated the Executive Council on the upcoming Aerospace Conference.

International President Martinez updated the Executive Council on the meeting that he had regarding Triumph in Dallas Fort Worth, TX.

International President Martinez advised the Executive Council that he met with General Vice President Allen in an effort to save a UTC Aerospace Systems plant in Chula Vista, CA.

International President Martinez advised the Executive Council that Cessna Aircraft is working on a military aircraft, which is the first military plane to be generated out of Wichita, KS.

International President Martinez congratulated TCU/IAM National President Scardelletti on winning his election and also to the board on winning their election.

International President Martinez updated the Executive Council on the Lockheed Martin Campaign.

GENERAL SECRETARY-TREASURER'S REPORT

General Secretary-Treasurer Dora Cervantes reviewed in detail with the Executive Council the Financial Statements as of July 31, 2018.

After discussion, a motion was made, seconded, and approved to accept the Financial Statements as of July 31, 2018.

General Secretary-Treasurer Cervantes reviewed in detail with the Executive Council the Strike Statement for the period May 1, 2018 – July 31, 2018.

General Secretary-Treasurer Cervantes introduced IAM General Counsel Mark Schneider to review in detail with the Executive Council the Litigation Summary.

General Secretary-Treasurer Cervantes reviewed and presented to the Executive Council the Investment Fund Values as provided by Graystone Consulting for the General Fund, Defense Fund and Healthcare Fund as of July 31, 2018.

After discussion, a motion was made, seconded, and approved, to accept the Investment Fund Values as of July 31, 2018.

General Secretary-Treasurer Cervantes reviewed and presented to the Executive Council the Investment Fund Value as provided by Scott Wealth Management Group for the Organizing Fund.

After discussion, a motion was made, seconded, and approved, to accept the Investment Fund Value as of July 31, 2018.

Motion – Scott Wealth Management Group Investment Policies

General Secretary-Treasurer Cervantes thoroughly reviewed with the Executive Council investment policies for the Organizing Fund.

After review, a motion was made, seconded, and approved, to accept the investment policies.

GST DEPARTMENT

General Vice President Brian Bryant advised the Executive Council that moving expenses are to be reported as taxable income per information provided by the IAM's outside auditors Calibre.

CANADIAN TERRITORY

General Vice President Stan Pickthall updated the Executive Council on servicing and organizing activities within the Canadian Territory.

General Vice President Pickthall advised the Executive Council that Unifor disaffiliated from CLC.

General Vice President Pickthall updated the Executive Council on Boeing.

General Vice President Pickthall updated the Executive Council on Bombardier.

General Vice President Pickthall updated the Executive Council on the recent Canadian Territory Staff Conference and that it went well.

General Vice President Pickthall updated the Executive Council on the Mentorship Program.

General Vice President Pickthall updated the Executive Council on strategic organizing, anti-harassment and respect training.

General Vice President Pickthall advised the Executive Council that Spectrum Healthcare is in negotiations and that the leaders will be coming to W3 to sign the charter.

General Vice President Pickthall advised the Executive Council that Local Lodge 2921 airport screeners are in negotiations.

General Vice President Pickthall advised the Executive Council that the Canadian Territory will hire a new research director to start on September 1, 2018.

General Vice President Pickthall advised the Executive Council that District Lodge 140 will be having their convention in October.

General Vice President Pickthall advised the Executive Council that Local Lodge 692 will be celebrating their 100th year anniversary.

TRANSPORTATION TERRITORY

General Vice President Sito Pantoja updated the Executive Council on servicing and organizing activities within the Transportation Territory.

General Vice President Pantoja updated the Executive Council on the Article XXI charges that the IAM filed against the Association of Flight Attendants for interfering with the IAM's Delta Flight Attendant Organizing campaign. AFL-CIO President Trumka wrote a letter supporting the IAM Delta Campaign. The IAM has 90 days to provide more evidence. The AFA interferences are causing problems with this campaign.

General Vice President Pantoja advised the Executive Council that the IAM has signed an affiliation with a Spanish union to assist with the Delta Campaign.

General Vice President Pantoja congratulated General Vice President Phil Gruber and the Midwest Territory for all of their work to defeat Missouri's "RTW" law.

General Vice President Pantoja advised the Executive Council that UGE has added 873 new members since January at the following airport locations: Indianapolis International Airport, Nashville International Airport, Albuquerque and O'Hare International Airport. There is also a potential of an additional 900 members from United Ground Express at Newark Liberty International Airport from work that was contracted out in which United Airlines wants to bring back in-house. Those workers will get a 20% wage increase from their current SEIU contract in addition to flight benefits.

General Vice President Pantoja updated the Executive Council on negotiations at American Airlines.

General Vice President Pantoja advised the Executive Council that ExpressJet's tentative agreement was voted down by membership.

General Vice President Pantoja advised the Executive Council that District Lodge 19's Convention will be held on the last week of August. GVP Pantoja further advised that District Lodge 19 membership rejected the National agreement and decided to take the dispute to arbitration.

General Vice President Pantoja advised the Executive Council that District Lodge 141's election has not been certified and that the Department of Labor has until the end of August to certify the election.

Motion – One-Time Organizing Donation to the Delta Flight Attendant Campaign

General Vice President Pantoja led a discussion with the Executive Council on Delta's Flight Attendant Organizing Campaign.

After discussion, a motion was made, seconded, and approved, to make a one-time donation in the amount of \$200,000.00 to replenish the Delta Flight Attendant Organizing Campaign.

Motion – One-Time Organizing Donation to the Delta Fleet Service Campaign

General Vice President Pantoja led a discussion with the Executive Council on Delta's Fleet Service Organizing Campaign.

After discussion, a motion was made, seconded, and approved, to make a one-time donation in the amount of \$400,000.00 to replenish the Delta Fleet Service Organizing Campaign.

MIDWEST TERRITORY

General Vice President Philip Gruber updated the Executive Council on servicing and organizing activities within the Midwest Territory.

General Vice President Gruber advised the Executive Council that he will be retiring effective December 31, 2018, after 12 years of serving as the General Vice President of the Midwest Territory.

Motion – Appointment of General Vice President to the Midwest Territory

General Vice President Gruber led a discussion with the Executive Council on the vacancy that will be left after his retirement.

After discussion, a motion was made, seconded, and approved, to appoint the current Chief of Staff to the Midwest Territory Steven Galloway to the position of General Vice President effective January 1, 2019.

General Vice President Gruber updated the Executive Council on issues at Trane in La Crosse, WI and advised that they will soon vote on a CBA.

General Vice President Gruber updated the Executive Council on the automotive strike that involved 131 dealers and covered 1,200 mechanics and advised that the strike was very successful.

General Vice President Gruber updated the Executive Council on the upcoming Midwest Territory Conference.

Motion – Organizing Donation to District Lodge 10

General Vice President Gruber led a discussion with the Executive Council on issues at District Lodge 10.

After discussion, a motion was made, seconded and approved, to make a monthly organizing donation to District Lodge 10 in the amount of \$1,500.00 per month effective September 1, 2018, through December 31, 2018.

Motion – Disband District Lodge W3

General Vice President Gruber led a discussion with the Executive Council on issues at District Lodge W3.

After discussion, a motion was made, seconded, and approved, to disband District Lodge W3 effective close of business August 31, 2018.

TCU/IAM

TCU/IAM National President Robert Scardelletti updated the Executive Council on servicing and organizing activities within TCU.

TCU/IAM National President Scardelletti updated the Executive Council on the elections that were held at TCU's Convention.

TCU/IAM National President Scardelletti updated the Executive Council on effects of "Janus" on TCU/IAM and that 12 agency fee payers have written to the company to stop collecting their fees.

TCU/IAM National President Scardelletti advised the Executive Council on four other contracts – Commuter Rail, New Jersey Transit, Long Island Rail and Metro Rail and that they are not subject to "Janus" since they are not in the public sector.

SOUTHERN TERRITORY

General Vice President Mark Blondin updated the Executive Council on servicing and organizing activities within the Southern Territory.

General Vice President Blondin updated the Executive Council on the ongoing strike in Kentucky.

General Vice President Blondin advised the Executive Council on issues with the framework agreement at a paper mill. A meeting has been set-up with the Southern Pulp and Paper Conferences, which involves the Steelworkers, IBEW and the IAM to discuss the framework agreement.

EASTERN TERRITORY

General Vice President James Conigliaro updated the Executive Council on servicing and organizing activities within the Eastern Territory.

General Vice President Conigliaro updated the Executive Council on the 200 members that are on strike at GKN.

General Vice President Conigliaro advised the Executive Council that the Eastern Territory is in the middle of three national agreements: Greyhound, Auto Truck and UPS. UPS believes negotiations will go well.

General Vice President Conigliaro updated the Executive Council on a flight safety meeting that was held in Dallas Fort Worth, TX. International President Robert Martinez, Jr., and General Vice President Phil Gruber were also in attendance.

Motion – One-Time Organizing Donation to District Lodge 1

General Vice President Conigliaro led a discussion with the Executive Council on issues at District Lodge 1.

After discussion, a motion was made, seconded, and approved, to make a one-time donation to District Lodge 1 in the amount of \$10,000.00.

General Vice President Conigliaro advised the Executive Council that the Eastern States Conference will be held in Atlantic City, NJ on October 15, 2018.

General Vice President Conigliaro updated the Executive Council on issues with MTA in Boston, MA. ATU is claiming it is their work; the contract states the work belongs to the IAM.

General Vice President Conigliaro further advised the Executive Council that the Governor was defeated on the proposal for privatization of MTA.

General Vice President Conigliaro updated the Executive Council on UBER.

Motion – Place Local Lodge 698 Under Trusteeship

General Vice President Conigliaro led a discussion with the Executive Council on issues at Local Lodge 698.

After discussion, a motion was made, seconded, and approved to place Local Lodge 698 under trusteeship, effective immediately.

WESTERN TERRITORY

General Vice President Gary Allen updated the Executive Council on servicing and organizing activities within the Western Territory.

General Vice President Allen updated the Executive Council on National Union of Healthcare Workers (NUHW).

General Vice President Allen advised the Executive Council on issues at Sandia Metal Trades.

General Vice President Allen advised the Executive Council that the Western Territory had two significant wins for District Lodge 751 in Portland, OR.

General Vice President Allen advised the Executive Council that the Western Territory has organized 631 new members for this year.

General Vice President Allen advised the Executive Council on issues at Siemens.

General Vice President Allen updated the Executive Council on Weyerhaeuser and advised that they accepted their last contract offer.

General Vice President Allen advised the Executive Council that United Technologies in Chula Vista, CA will close.

General Vice President Allen updated the Executive Council on Lockheed Martin in Denver, CO.

RESIDENT GENERAL VICE PRESIDENT

General Vice President Rickey Wallace updated the Executive Council on servicing and organizing activities within the D.C. & Vicinity Territory.

General Vice President Wallace updated the Executive Council on the organizing campaign at HAECO in Winston Salem, NC, with the potential of 200 new members.

General Vice President Wallace updated the Executive Council on the organizing campaign at TIGHITCO in North Charleston, SC, with the potential of 350 new members.

General Vice President Wallace updated the Executive Council on the organizing campaign at Swissport.

General Vice President Wallace advised the Executive Council that two organizers from the D.C. & Vicinity Territory are working with the Transportation Territory on the Delta Campaign.

General Vice President Wallace advised the Executive Council that the IAM was not successful with IKEA's first organizing campaign.

General Vice President Wallace advised the Executive Council on the PCP in Portland, OR, and that they are waiting on the board to give a ruling.

General Vice President Wallace advised the Executive Council that NFFE had a good year in 2017 and added over 500 new members.

General Vice President Wallace updated the Executive Council on the Trump Administration's Executive Order, which was filed on July 25, 2018. The order would halt the collection of dues, which would impact our federal employee's membership.

General Vice President Wallace updated the Executive Council on the Paycheck Deception bill that would impact about 8,400 members.

Motion – IAM Disaster Relief Guidelines Booklet

General Vice President Wallace led a discussion with the Executive Council on disaster relief.

After discussion, a motion was made, seconded, and approved, to accept the new IAM Disaster Relief Guidelines booklet.

General Vice President Wallace advised the Executive Council that there will be a new holiday policy for all Grand Lodge employees, effective January 1, 2019.

ADJOURNMENT

There being no further business to be brought before the Executive Council the meeting was adjourned.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Dora Cervantes', with a long horizontal flourish extending to the right.

Dora Cervantes
GENERAL SECRETARY-TREASURER