



**UNITED STEELWORKERS
LOCAL UNION 3657**
60 BOULEVARD OF THE ALLIES, ROOM 705
PITTSBURGH, PA 15222

Josh Keirseay, President

**Proposed Regular Monthly Meeting Minutes
August 29, 2019
2nd Floor Conference Room**

The meeting was called to order by President Josh Keirseay at 12:34 pm.

UNION MEETING ROLL CALL	11:30a	12:30p
Josh Keirseay, President	x	x
Mary Kaye Sipe, Vice President	--	--
Carol Gehm, Recording Secretary	x	x
Rachel Nunes, Financial Secretary	x	x
Brittani Murray, Treasurer	ph	x
Carolyn Stokes, Grievance Chair/Trustee	x	x
Julie Lidstone, Trustee	x	--
Jenny VanSchyndel, Trustee	--	--
John Lepley, Guide	x	x
Sean McGrath, Inside Guard	--	x
R.J. Hufnagel, Outside Guard	x	x
Meeting attendance: Sign-in: 21 Phone: 12		

A moment of silence was held for members we have lost and all those in need.

JULY MINUTES

With there being no calls for changes or corrections to the proposed minutes for the July meeting, they were accepted as submitted.

NEW MEMBERS

Joe Smydo, Joe Cronan, Jaclyn McCann, Hillary Lazar, Kevin Seklecki and Caroline Brickman were sworn in as a New Members of Local 3657. Congratulations and welcome!

CORRESPONDENCE

- Convention Call – Coalition of Labor Union Women. October 15-18, at the Tropicana Las Vegas. Registration fee: \$250 by Sept. 16; \$125 Under 35; \$125 Retiree; \$75 Student. Additional \$50 required for registration after Sept. 16. Deadline is Sept. 27. Hotel conference rate \$129/day + taxes and fees. Referred to New Business.
- Call Letter USW 2019 Next Generation conference, November 18-22, The Westin, Pittsburgh. Registration \$175 by September 1; \$200 by October 18. Conference rate hotel \$134/night + taxes and fees. Referred to New Business.
- Call Letter U.S. Department of Labor Office of Labor-Management Standards seminar for all interested labor union officers and staff. Tuesday, Sept. 10 at the U.S. Courthouse and Federal Building, Wheeling, WV. No registration fee. Referred to New Business.
- District 10:
 - Rapid Response Congressional Coordinator Training
Tropicana Hotel, Atlantic City, November 24-27. Registration \$150/person. Conference rate hotel \$65/night + tax and fees. Tabled to September meeting.

OFFICER REPORTS

- MONTHLY FINANCIAL STATEMENT - June and July statements (attached) were read by the Financial Secretary. Upon MOTION by Paulette Battisti, 2nd Beth Ussery, motion passed on voice vote.
- TREASURER'S REPORT – June and July statements (attached) were read by the Treasurer. Upon MOTION by Billy Eakin, 2nd P. Battisti, motion passed by voice vote.
- PRESIDENT'S REPORT (Attached)
Reviewed by President Keirse. He also noted that a survey on New Horizons is being planned, and that additional classes will be scheduled, probably in the spring.
- COMMITTEE REPORTS
 - Health & Safety
Attached
 - Women of Steel
No report

- Rapid Response
The Local approved attendance for 3 members to attend the Rapid Response & Legislative conference in Washington, DC October 27-31. To date, 2 spots have been claimed. Please contact the Recording Secretary if interested in attending. The additional spot is open to a member from either HQ or Field. By C. Gehm.
- PAC – The purpose of the PAC fund is to educate our membership. The suggested contribution is ½% of your salary. There is only one PAC (the Local does not have a separate PAC), and the decisions regarding expenditure of PAC funds are made by the International President's Office. To sign up for PAC or to change your payroll withholding, contact Jeff Anthony in Accounting. By C. Stokes.

- New Member
RJ Hufnagel is stepping down as chair of the New Member committee, and Elizabeth Laycak has agreed to assume those responsibilities. The following new hires have occurred since last meeting:

Jaclyn McCann- Organizing
 Caroline Brickman- Organizing
 Hillary Lazar- Organizing
 Latrisa Davis- Organizing
 Joe Cronan- Organizing
 Joe Smydo- Communications

We also welcome back Val Merlina (Organizing), who was on leave over the summer. New Member orientations are generally held twice a year. The next orientation will most likely be held sometime in February.

- NextGen
No report
- CAT
Members of 3657 are encouraged to wear their Local shirts to the picnic in the HQ courtyard sponsored by the International next Tuesday.
- Organizing
No report. Anyone interested in restarting this committee should get in touch with either the President or Recording Secretary. All Locals are required to have an Organizing Committee per the USW Constitution. The purpose of the Organizing Committee is to assist in organizing unorganized workplaces. Our CAT committee, by contrast, is an internal communications committee that is generally most active during contract bargaining, but can be used for other communications for the Local as well. By John Lepley.

- By-Laws
No report
- Civil & Human Rights
Written report attached
- Fundraising/Hospitality
No report
- Grievance
Written report attached
- Tellers
Kim Teplitzky has resigned from the Tellers Committee
- Morale
An informal brown bag lunch was held in the plaza adjacent to the HQ building on August 16 and was attended by about 20 people. No shop talk was allowed, and it was very enjoyable! Thanks to Beth Ussery for organizing it.

OLD BUSINESS

None

NEW BUSINESS

- The Financial Officers and Trustees have completed the most recent training available from the International. The E-board would like to meet in order to ensure everyone understands all the guidelines and that the Local stays in compliance. Upon MOTION by P. Battisti, 2nd Janet Hill, to pay lost time and necessary travel expenses for the E-board to attend in-house financial review at HQ in September. Motion approved on voice vote
- MOTION by Janet Hill, 2nd Barb Pugliese, to send up to 2 members (preferably 1 HQ + 1 Field) to the Coalition of Labor Union Women Convention October 15-18, at the Tropicana Las Vegas; with registration fee, lost time, per diem and travel expenses paid. Motion approved on voice vote.
- MOTION by Lindsey Disler, 2nd Janet Hill, to send up to 4 (preferably 2 HQ + 2 Field) members to the USW 2019 Next Generation conference, November 18-22, The Westin, Pittsburgh; with registration fee, lost time, per diem and travel expenses paid.

- Call Letter U.S. Department of Labor Office of Labor-Management Standards seminar for all interested labor union officers and staff. Tuesday, Sept. 19 at the U.S. Courthouse and Federal Building, Wheeling, WV. No registration fee. Lost time and mileage would be required for HQ. Lost time, travel, per diem required for field

GOOD AND WELFARE

- **Now - ????** *Our Box Tops for Education project is ongoing. Please remember to save box tops and forward them to Joan Hill!!!!*
- The Local has received a number of copies of the Pennsylvania Labor History Journal. Please see John Lepley if you are interested in a copy.
- Monday, September 2
LABOR DAY PARADE
Volunteers are needed and raffle tickets supporting the parade are available.
- Sunday, September 8
District 10 Sporting Clay Shoot at Seven Springs Mountain Resort
\$200 for a team of 4 and rooms are available at the Resort.
- Saturday, September 14
District 10 Bowling Tournament at Colony Park Lanes in York, PA
\$100 per team/\$20 per person

August Anniversaries

Douglas, Mallar	03-AUG-98	21
Hill, Joan G	07-AUG-00	19
Terhorst, Antoinette	14-AUG-00	19
Cornell, Susan A	01-AUG-01	18
Noblin, Corrinne M	16-AUG-04	15
Meszar, Joseph W	29-AUG-11	8
Wilson, Kelly L	04-AUG-14	5
Murray, Brittani D	18-AUG-14	5
Stokes, Carolyn Y	25-AUG-14	5
Harris, Theresa M	01-AUG-15	4
Anthony, Jeffrey E	17-AUG-15	4
Horigan, Katherine G	24-AUG-15	4
Wagner, Theresa L	14-AUG-17	2
Fairley, Ryan	16-AUG-17	2

August Retirements

None

- MOTION by Brett Benson, 2nd Joe Smydo, to pay all bills. Motion carried on voice vote.

MEETING ADJOURNED AT 1:22 P.M.

[SEAL]

ATTEST:

Josh Keirse, President

Carol Gehm, Recording Secretary

USW LOCAL UNION 3657
MONTHLY FINANCIAL STATEMENT

06-June 2019

Cash on hand at beginning of month per last \$172,210.06

ADD CASH RECEIVED DURING

Fees and dues refunds	\$17,845.48
Sundry receipts	909.74
Interest or Rentals Received	321.64
Fees And Dues Collected	0.00
Account Transfers or Assets Sold	0.00
Deductions: Taxes withheld from Salaries and Lost Time	0.00
Union Dues Withheld	0.00
401k Deductions	0.00

TOTAL RECEIPTS

\$19,076.86

TOTAL TO BE ACCOUNTED

\$191,290.82

DEDUCT CASH DISBURSED:

Salaries and Lost Time	
Officers	\$0.00
Grievance Committee	0.00
Delegates	0.00
Others	0.00
Taxable Expense	0.00
Reimbursed Individual Expense	\$15.00
Education, recreation, conf fees	0.00
Per Capita fees	0.00
Office supplies and expense	0.00
Rent, utilities, repairs	0.00
Donations and flowers	0.00
Taxes Paid	0.00
Professional Fees	0.00
Sundry expenses	0.00
Fees and dues remitted	0.00
Account transfers or Assets purchased	0.00

\$0.00

TOTAL


\$15.00

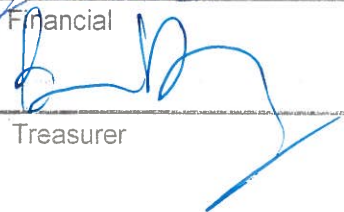
Cash balance at end of month

\$191,275.82

We hereby certify that the foregoing cash statement is true and correct and represents a summary of the cash transactions of the Local union recorded in its books for the month covered.

The unpaid debts of the Local Union at M/E \$



 Financial


 Treasurer


MONTHLY FINANCIAL STATEMENT

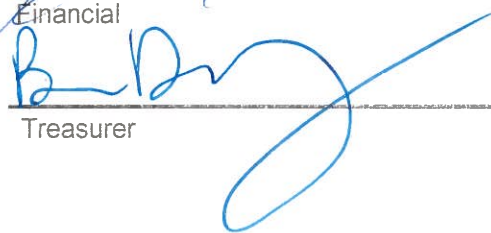
07-July 2019

Cash on hand at beginning of month per last		\$191,278.82
ADD CASH RECEIVED DURING		
Fees and dues refunds	\$309.37	
Sundry receipts	0.00	
Interest or Rentals Received	327.16	
Fees And Dues Collected	0.00	
Account Transfers or Assets Sold	0.00	
Deductions: Taxes withheld from Salaries and Lost Time	795.37	
Union Dues Withheld	36.77	
401k Deductions	0.00	
TOTAL RECEIPTS		\$1,468.67
TOTAL TO BE ACCOUNTED		\$192,747.49
DEDUCT CASH DISBURSED:		
Salaries and Lost Time		
Officers	\$1,215.00	
Grievance Committee	0.00	
Delegates	0.00	
Others	1,320.00	
Taxable Expense	0.00	\$2,535.00
Reimbursed Individual Expense	\$3,465.11	
Education, recreation, conf fees	925.00	
Per Capita fees	0.00	
Office supplies and expense	0.00	
Rent, utilities, repairs	900.00	
Donations and flowers	1,566.34	
Taxes Paid	0.00	
Professional Fees	0.00	
Sundry expenses	0.00	
Fees and dues remitted	0.00	
Account transfers or Assets purchased	0.00	
TOTAL		\$9,391.45
Cash balance at end of month		\$183,356.04

We hereby certify that the foregoing cash statement is true and correct and represents a summary of the cash transactions of the Local union recorded in its books for the month covered.

The unpaid debts of the Local Union at M/E \$



Financial


Treasurer

TREASURERS MONTHLY REPORT June 2019
CHECKING ACCOUNT

Cash On Hand At Beginning Of Month Per Last Report 172,216.96

RECEIPTS FOR MONTH:

Fees And Dues Refund:	17,845.48
Sundry Receipts:	909.74
Interest/Rent Receipts:	321.64
Fees And Dues Collected:	0.00
Account Transfers/Assets Sold:	0.00

TOTAL RECEIPTS: 19,076.86

DISBURSEMENTS FOR THE MONTH:

06/01/2019	0	0.00
06/17/2019	4990 MICHELE ALBAN	15.00 REIMB Mounds Lunch

TOTAL DISBURSEMENTS: 15.00

Cash Balance At End Of Month: 191,278.82

TREASURERS MONTHLY REPORT July 2019
CHECKING ACCOUNT

Cash On Hand At Beginning Of Month Per Last Report 191,278.82

RECEIPTS FOR MONTH:

Fees And Dues Refund:	309.37
Sundry Receipts:	0.00
Interest/Rent Receipts:	327.16
Fees And Dues Collected:	0.00
Account Transfers/Assets Sold:	0.00

TOTAL RECEIPTS: 636.53

DISBURSEMENTS FOR THE MONTH:

07/01/2019	0	0.00	
07/01/2019	4991 CAROLYN STOKES	744.30	D7 Fin Training
07/01/2019	4992 Paulette Battisti	1198.55	D4 BlackLaborWeek
07/01/2019	4993 USW Building Fund	900.00	2ndQtr rent
07/01/2019	4994 CAROL GEHM	194.28	*** Voided Check 07/01/2019 **
07/01/2019	4994 CAROL GEHM	-194.28	*** Voided Check ***
07/01/2019	4995 Joan Hill	60.53	*** Voided Check 07/01/2019 **
07/01/2019	4995 Joan Hill	-60.53	*** Voided Check ***
07/01/2019	4996 RICHARD HUFNAGEL	29.15	*** Voided Check 07/01/2019 **
07/01/2019	4996 RICHARD HUFNAGEL	-29.15	*** Voided Check ***
07/01/2019	4997 Joshua Keirse	297.78	*** Voided Check 07/01/2019 **
07/01/2019	4997 Joshua Keirse	-297.78	*** Voided Check ***
07/01/2019	4998 John Lepley	60.08	*** Voided Check 07/01/2019 **
07/01/2019	4998 John Lepley	-60.08	*** Voided Check ***
07/01/2019	4999 JULIE LIDSTONE	40.36	*** Voided Check 07/01/2019 **
07/01/2019	4999 JULIE LIDSTONE	-40.36	*** Voided Check ***
07/01/2019	5000 SEAN MCGRATH	30.27	*** Voided Check 07/01/2019 **
07/01/2019	5000 SEAN MCGRATH	-30.27	*** Voided Check ***
07/01/2019	5001 Brittani Murray	194.28	*** Voided Check 07/01/2019 **
07/01/2019	5001 Brittani Murray	-194.28	*** Voided Check ***

TREASURERS MONTHLY REPORT July 2019
CHECKING ACCOUNT

07/01/2019	5002 Rachel Nunes	276.07 *** Voided Check 07/01/2019 **
07/01/2019	5002 Rachel Nunes	-276.07 *** Voided Check ***
07/01/2019	5003 Mary Kay Sipe	212.70 *** Voided Check 07/01/2019 **
07/01/2019	5003 Mary Kay Sipe	-212.70 *** Voided Check ***
07/01/2019	5004 Carolyn Stokes	252.22 *** Voided Check 07/01/2019 **
07/01/2019	5004 Carolyn Stokes	-252.22 *** Voided Check ***
07/01/2019	5005 Jennifer Van Schyndel	63.80 *** Voided Check 07/01/2019 **
07/01/2019	5005 Jennifer Van Schyndel	-63.80 *** Voided Check ***
07/01/2019	5006 CAROL GEHM	194.28 SALARY
07/01/2019	5007 Joan Hill	60.53 SALARY
07/01/2019	5008 RICHARD HUFNAGEL	29.15 SALARY
07/01/2019	5009 Joshua Keirse	297.78 SALARY
07/01/2019	5010 John Lepiey	60.08 SALARY
07/01/2019	5011 JULIE LIDSTONE	40.36 SALARY
07/01/2019	5012 SEAN MCGRATH	30.27 SALARY
07/01/2019	5013 Brittani Murray	194.28 SALARY
07/01/2019	5014 Rachel Nunes	276.07 MONTHLY SALARY
07/01/2019	5015 Mary Kay Sipe	212.70 SALARY
07/01/2019	5016 Carolyn Stokes	252.22 SALARY
07/01/2019	5017 Jennifer Van Schyndel	63.80 SALARY
07/11/2019	5018 The Midwife Center	1000.00 Donation Annual Fundraise
07/11/2019	5019 PA Labor History Society	500.00 Donation-Printing Journal
07/11/2019	5020 CAROL GEHM	150.00 TSciulli Gift Reim.
07/11/2019	5021 USW SECRETARY TREASURER	825.00 CIVIL HR CONF 3 Reg
07/11/2019	5022 DISTRICT 10	100.00 Raffle Tickets
07/30/2019	5027 BRITTANI MURRAY	313.30 CHR Conf EXPENSE REIMB
07/30/2019	5028 BRITTANI MURRAY	201.00 MisCalc Perdiem BLW
07/30/2019	5029 HAROLDS FLOWER SHOP	66.34 FLOWERS-Barb Puglese
07/30/2019	5030 JOSH KEIRSEY	857.96 D10 CONF REIMB EXPENS

TREASURERS MONTHLY REPORT July 2019

CHECKING ACCOUNT

TOTAL DISBURSEMENTS: 8,567.97

Cash Balance At End Of Month: 183,347.38 ✓

*Rachael M
boy*



Presidents Report: August, 29th 2019

New Horizon's Training

Classes are going on now for Microsoft Word and we will be doing another survey in the coming months to determine what the next scheduled classes will be. Individuals in the field can do training at any New Horizons center and get reimbursed for the training through the tuition assistance program if desired. Contact Jen Durick for additional details.

HR Meeting (follow-up)

Many of the issues discussed at the HR meeting have been addressed such as the concern over bargaining unit work being performed by excluded personnel. Personnel has met with the necessary department heads and individuals involved and have assured the local the issue has been addressed. We will continue to monitor the situation. Additionally, the International is consulting with a Security firm to address the security concerns discussed and the security survey results will be used when it comes time to bargain.

Several issues from the field were addressed as well, including stale discipline. The International stated that moving forward discipline will be removed in a timely manner. Finally, several PFO related concerns were brought up and the PFO sub-committee is working on scheduling a meeting to address them individually.

There are renewed efforts by both the local and the International to boost morale, including solidarity lunches and plant visits which are being scheduled at this time.

Some issues still need to be resolved or followed up on and we will continue to look into them until resolved. Overall, this most recent HR meeting was by far the most successful one in getting some resolution to problems during this administration.

New Membership

Due to staffing needs and a number of recent promotions, there are several new hires both in the building and in the field. Please be sure to welcome them.

Office Hours

On meeting days, I am available all day (except during the meetings) to discuss any issues members have. I am also available during the evenings and weekends to discuss anything our members would like to discuss.



Local 3657

Health, Safety and Environment Committee

August, 2019 Report

Water Testing Results

Management provided the most recent water testing results for the building. The committee is happy to report that water is clear of all Legionella bacteria.

Teach-In September 19 & 20, 2019

The committee will show the movie *STINK*. A father wonders why his child's pajama have a strange odor and it won't come out. This documentary explores why there are toxins and carcinogens in many products on our store shelves. This is a movie claimed to be the one that chemicals companies don't want us to see!

Lobby Conference Room

12:00 p.m.—1:00 p.m.

Lunch will be provided on September 19th

Up to \$10.00 for the field, with a receipt—TBD how to broadcast movie to field offices.

Next Committee meeting

The HSE Committee's next meeting is Tuesday, September 3 from 12:00 p.m. to 1:00 p.m, 2nd floor conference room 2A. Anyone is welcome to join the committee! If you have a health and safety concern, please email Janet Hill, Julie Lidstone or any of the Local Officers.