

MINUTES OF THE MEETING OF THE GENERAL EXECUTIVE BOARD

*Riviera Resort
Palm Springs, CA
March 15-18, 2016*

The winter meeting of the General Executive Board was called to order at 8:00 am on Tuesday March 15, 2016 at the Riviera Resort in Palm Springs, CA.

The following officers and representatives were in attendance: General President James P. McCourt, General Secretary-Treasurer Gregory T. Revard, International Vice Presidents: William Mahoney, Kenneth Schneider, Fred DeMartino, Terry Lynch, Doug Gamble, Terry Larkin, Fred Clare, Mark Selby, Vince Engel and Pat Barron. International Vice Presidents Emeritus: Gary Fujawa, Andre Chartrand and Tony Ceraldi. International Jurisdictional Director John Conroy, International Apprenticeship Director Tom Haun, International Director of Organizing Todd Dunnahoe, International Representative Rob Hall, Director of Government Affairs Chip Gardiner, Director of Insulators Tissue Bank Professor Andy Todd and Attorney Bob Kurnick.

General President James P. McCourt welcomed all the Vice Presidents, Representatives and guests then reviewed the agenda for the week. President McCourt introduced John Conroy to the Board as the new Jurisdictional Director replacing Gene Leclerc who recently retired. President McCourt openly thanked Gene Leclerc for his years of service and dedication to our Union. President McCourt also introduced Pat Barron as the new Vice President for the Central States Conference. The General Executive Board will meet every day with the meetings starting at 8:00 am. Wednesday will be Attorney Robert Kurnick power point presentation – Local Union Trusteeships and Hearings on Charges against Local Union Officers; Professor Andy Todd power point presentation and Status Report on Insulators Tissue Bank; Tom Haun IIIATF Administrator - Report on International Apprenticeship and Training Fund; Chip Gardiner Director of Government Affairs - Legislative and Political Update; Contractor John Thornburgh and Jay McGuire - power point presentation on Fire Stopping; Todd Dunahoe Director of Organizing Report on Organizing Programs and Activities. Thursday will be Trials and Appeals. General President Review and Discussion: GEB Conference Call with Matt Haley re: Expense Policy, LM Reports, Audits and Local Union Bonding, Trusteeships and Local 66, Manpower needs, AFL-CIO – Secretary-Treasurer Class, Local Unions

(Check /Read their emails on a daily basis and respond accordingly when information is requested by the International Office), Hotel Contracts, Report of Jurisdictional Director John Conroy, Report of GST Greg Revard, Meeting with the Organizing Department to discuss Expense Forms and Policy, mileage, and Local Union Organizing efforts and Campaigns. On Friday, the GEB will have a Labor Management meeting with NUICA, a LMCT Trustees Meeting, and a JATC Trustees Meeting.

Attorney Bob Kurnick gave a comprehensive power point presentation to the Board on how to conduct Hearings on Local Union Trusteeships and Hearings on Charges against Local Union Officers. A detailed instructional hand out was given to all Officers present for future reference. The presentation included but was not limited to Hearings on Charges against Local Union Officer, Hearings on Trusteeships, The Trustees Authority and Responsibility. President McCourt and the Board thanked Bob and his law firm for the presentation and many years of service to our International Union.

Professor Andy Todd, Research Professor of Preventive Medicine at Mount Sinai Hospital and Director of The Insulators Tissue Bank gave the Board an updated report on the status and progress of the International Tissue Bank. Professor Todd presented the Board with a video presentation of the results from the Baltimore CT Screening taken at the University of Maryland. The Board discussed how we can encourage our membership to increase the number of donated tissue samples into the Bank. Professor Todd asked for volunteers to participate on the Scientific Advisory Board for the Tissue Bank at Mount Sinai Hospital. President McCourt and the following Board and Staff Members volunteered: Ken Schneider, Terry Lynch, Doug Gamble, Terry Larkin, Mark Selby, Vince Engel, Fred Clare, Pat Barron, and John Conroy. Professor Todd stated that most Physicians are not educated on the value of Low Dose CT Scans for early detection from occupational exposure. He also requested that the Board complete the “Asbestos Exposure Questionnaire for Insulators” with comments and suggested modifications and return it to him as soon as possible. Upon completion of Professor Todd’s presentation he requested that the Board pay for the cost of updating Doctor Irving J. Selikoff’s records where he had tracked the mortality rate of 17,800 union insulators. The projected cost of updating the records is estimated to

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be \$48-\$64,000. A motion was made and seconded to pay for the cost to update the records. Motion passed unanimously. President McCourt and the Board thanked Professor Todd for his presentation and comprehensive report.

John Thornburgh and Jay McGuire from Fire Stop America presented a computer program that was developed to help contractors bid firestop projects. A detailed power point presentation illustrated how bids for firestop projects could be generated by simply filling in the required information on each line item number. They are franchising the software and offer to employer's assistance in bidding work in the Firestop Industry. Mr. Thornburgh and McGuire took questions on how we as the International Union could help get our contractors more involved in the bidding process. The Board conceded that most of our signatory contractors have not gotten involved in the Firestop market due to lack of expertise in the bidding process. President McCourt instructed the board to develop a list of potential contractors that were qualified to perform Firestop work and forward it to GST Revard no later than two weeks from today's meeting. Upon completion the list of contractors will be referred to Firestop America for marketing purposes.

Organizing Director Todd Dunnahoe reported that the OMS is in its final stage of development and should be completed within the next few months. Approximately 5,000 non union insulators have been identified and recorded in the system. All local unions have been directed to have at least one ongoing organizing campaign within their local. Director Dunnahoe stated that that there are many local unions that have quit teaching Comet Training as required by the International Constitution and Bylaws and we need to start teaching Comet again to educate the membership on the importance of organizing. Locals unions need to follow up with the newly organized contractors to ensure that they are getting the service and help that they need to retain them after the elections are over. There have been 20 new Organizers that have gone through the AFL-CIO Organizer assessment class and all have passed with the exception of three. The H2B Visa Organizing Campaigns have slowed and unscrupulous contractors are still facing sanctions for wage violations, ATM Card Fees for payroll deductions, and misclassifications of Insulators to pay lower wage rates. Jamie L. Bergeron has been appointed as the new Organizer for Western Canada and Vince Dresher will be the new Organizer for the Southeast

States Conference replacing Organizer Bill Lemus who recently retired. The Organizing Department is now accepting applications for the Regional Organizing position in the Midwest States Conference.

Director of Government Affairs Chip Gardiner gave the Board a comprehensive report on his activities in the U.S. and Canada. Director Gardiner also gave a status report on "Mechanical Insulation Installation Incentive Act" Energy Bill H.R. 4165 and the "Mesothelioma Registry" Bill H.R. 3284.

In Canada, we continue to work with "Summa Strategy" our consultant partners to advocate for similar Bills and to educate federal, provincial officials on the value of Mechanical Insulation awareness. The Canadian Legislative Conference will be in Ottawa, Ontario (May 4-7) and the International will be in attendance. For further information please refer to the Journal.

International Apprentice Director Tom Haun reported that the Training Fund will provide the following classes this year. Due to limited amount of space available locals are encouraged to register as soon as possible. Director Haun praised the locals who attend the annual JATC/MAC competition and urged all the Vice Presidents to get their locals involved. Our goal is to have 100 percent participation.

- OSHA 502 Classes April 4-7 Maritime Institute in Linthicum Heights, MD
- ICRA Infection Control (Train the Trainer Class) June 24-25 in Toledo, OH
- MAC Competition June 27-July 1 in Toledo, OH
- New Officers Training Classes September 25-30 Maritime Institute in Linthicum Heights, MD

General Secretary-Treasurer Greg Revard reported to the Board that each month a detailed Assets/Variance Report for each local is sent to the Vice Presidents. It is the responsibility of the VP to review and assist the local to rectify any outstanding issues including late fees. LM-2 reports are required to be filed with the DOL no later than March 31, 2016 and a copy must also be filed electronically with the International Office. According to the International Constitution and Bylaws locals are required to have an annual audit performed and must be forwarded to the International Office as well. Information on Local union Trustees can now be filed online.

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General President James P. McCourt addressed the Board on the following issues. This year "The Friends of Ireland" have chosen to honor General President Emeritus James A. Grogan at a Dinner to be held in conjunction with The North America Building Trades Unions annual legislative conference. With this being a Presidential election year and "The Friends of Ireland" honoring James A. Grogan. President McCourt has authorized the entire Board to attend the Legislative Conference in Washington DC on April 17-20, 2016. President McCourt also reviewed with the board the new Expense Reimbursement Policy that was adopted by the Board on September 3, 2015 at a special called meeting held in Chicago, IL. The next GEB meeting and Business Manager/Agents will be held at the Diplomat Hotel in Hollywood, Florida. The GEB will convene on July 27-29 and the Business Manager/Agents Meeting will immediately follow on August 1-3, 2016. President McCourt emphasized that VP'S need to make sure that the locals read their emails on a daily basis and must use the International email address assigned to each local. Vice Presidents also need to follow up with their locals to ensure that the LM-2 reports and annual audits are being completed and reported as required by the DOL and the International Constitution and Bylaws. Many of the locals are not in compliance with the Apprenticeship ratios and with the projected manpower requirements the locals need to increase their apprenticeship numbers. Due to the high volume of work Locals can no longer count on availability of travelers to supplement their manpower requirements. President McCourt emphasized that Organizing was a top priority for the survival of our Union. The VP'S have been assigned the responsibility to ensure that every local has at least one ongoing organizing campaign at the minimum. If necessary the VPs' are instructed to go into their local unions and remove any barriers that prevent the local from having effective ongoing organizing activities. Upon concluding his report President McCourt thanked the Board for the work that they do and their continual support.

The next order of Business was the Labor/Management meeting with the National Union Insulation Contractors (NUICA). In attendance from NUICA were Al Rexroat-NUICA; John Thornburgh and Jay McGuire-Thornburgh Companies; John Lambert-IREX; Kevin Doherty and Pete Castellarain-M&O Insulation; Tom Dake, Kevin Delaney, Tom Dake II-Superior Insulation; Dean Burrows-DKB Inc; Jim Gribbins-Gribbins Insulation; Rick Sutphin and Darrel Bailey-PCI; Ken

Gradeless-Valley Insulation; Dave Dybas and Gerry Stolarz-Brock Industrial Services; Paul Ottolino and Steve Wanaski-Nelson Insulation; Sam Harris and Tom Padgett-Industrial Thermal Insulation

The meeting started with opening remarks by Al Rexroat and President McCourt.

Items discussed at the Labor Management meeting were:

- Sheet Metal Workers
- Apprenticeship Recruitment
- Sub Committee Reports and Discussion
- Soft Market Portability
- Firestop Portability
- Two Man Portability
- Tank Insulation Portability

Program Updates:

- Labor/Management Trust (LMCT) programs
- Capitol Hill Initiative
- Canadian Initiative
- National Marketing Program (Radio, Print, Local Website Improvement)
- ESL Program Update
- Foreman Training
- Firestop Market Initiatives (Third Party Inspections)
- PCCC and QCC Program

Old Business:

None

New Business:

Manpower Shortage and Recruitment

The General Executive Board spent considerable time on reviewing charges and appeals. The results of those charges and appeals will appear at the conclusion of the General Executive Board Minutes.

There being no further business before the Board the Meeting adjourned on Friday, March 18, 2016.

Respectfully Submitted,
Gregory T. Revard
General Secretary Treasurer

GENERAL EXECUTIVE BOARD CASES

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- Appeal of Brother Kenneth Phipps (Reg. 046892) of Local 82 decision of General President James P. McCourt to deny your election protest. Appeal Denied, General President McCourt's decision sustained by the General Executive Board.
- Appeal of Brother Michael Hoff (Reg. 50876) of General President Grogan's decision of Expulsion for violation of the PCCC 3rd Strike. Appeal Denied, General President Grogan's decision upheld by the General Executive Board.
- Appeal of Brother Wade Logan (Reg. 060913) of Local 110 Edmonton, AB. of the trial action and penalty of Local 110. Appeal Upheld, decision of the Local Union trial board and penalty is reversed by the General Executive Board. Local 110 Business Manager Kevin Lecht appeared before the board in conjunction with this case.
- Appeal of Brother Joshua Trenholm (Reg. 078256) of Local 1, St. Louis, MO. of the trial action and penalty of Local 1. The Decision of the local trial board is reversed because, despite evidence of the charged party's guilt, procedures required by the Constitution and By Laws were not followed. Brother Trenholm and Local 1 Business Agent Gerald Donovan appeared before the Board in conjunction with this case.
- Charges against Brother David Folsom (Reg. 72950) of Local 25 Detroit, MI from Local 51 Louisville, KY. Member found Guilty by the General Executive Board and fined \$4,956.00

NOTICE OF GENERAL EXECUTIVE BOARD MEETING

This is official notice to the officers and members of our International Association that the next meeting of the General Executive Board will convene on July 27-29, 2016, at the Diplomat Resort and Spa in Hollywood, FL. The meeting will continue until such time as all official business has been considered and acted upon. All communications regarding charges, appeals, decisions, etc., should be forwarded to General Secretary-Treasurer Gregory Revard at the General Office no later than Friday, July 8, 2016. Please note, any evidence received after this date will be returned to the sender due to the fact that the time frame involved does not allow for a response.

Gregory T. Revard
General Secretary-Treasurer