

BREMERTON METAL TRADES COUNCIL

Chartered

August 5, 1918

Over 100 years of Service

Labor Unions fought for all workers

- Better wages
 - Labor laws including:
 - Minimum Wage
 - Environmental Differential Pay
- Safer working conditions
- The end of child labor
- Health benefits and Aid to workers who were injured or retired.
- 40 hour work week, Time and ½ for Overtime



Photo credit: history.com

In 1900, 18 percent of all American workers were under the age of 16.

BMTC Affiliations:

- BMTC is affiliated with the Metal Trades Department
 - We are one of 31 affiliates including Hawaii Federal Employees Metal Trades Council, Portsmouth Federal Employees Metal Trades Council, and Tidewater Federal Employees Metal Trades Council; the other major Naval Shipyards.
- AFL-CIO
 - The American Federation of Labor and Congress of Industrial Organizations is a national trade union center and the largest federation of unions in the United States. It is made up of fifty-six national and international unions, together representing more than 12 million active and retired workers.





President: Eric Morse
Vice President: Ed Mannen
Secretary/Treasurer: Deanna Cain

Location: Building 58 476-8032

BMTC Office: B-452 476-2125 or 8066

Machinists Office: B-58 476-8501

Pipefitters Office: B-107 1st floor East. 476-3664

Business Meetings

- 4th Wednesday of the month
- 4:30 p.m.
- Machinists' Lodge, Park Avenue and 9th Street

The BMTC consists of nine local unions representing all Trades

- Machinists, IAM-AW 282
 - Toolmakers, Inside and Outside Machinists, Electroplaters
 - Crane Inspectors, Test & Maintenance
- Boilermakers, IBB 290
 - Ship fitters & Welders
 - Riggers & Divers
 - Shipwrights & Composite Plastic Fabricators
- Operating Engineers, IUOE 286
 - Temporary Services
 - General Maintenance
 - Crane operators
 - Welders
- Sheet Metal, SMWIA 66
 - Sheet Metal Workers
 - Wood Workers
- Painters, IUPAT 1208
 - Painters, Blasters, & Tile Setters
- Gov Employees, AFGE 48
 - Fabric Workers, NDT Examiners
 - Environmental & Safety Specialists
 - Schedulers, Budget Analysts, Production Controllers, Planners
 - Water Striders, Material Expeditors
- Electricians, IBEW 574
 - Electronics & Electricians
 - Physical Science Technicians
- Pipe Fitters, UA 26
 - Pipe fitters
- Insulators, H&F 62
 - Insulators

BMTC provisions include:

- Chief Steward for Shop/Trade
 - Meets regularly with Management to confer, clarify and bargain for working conditions and conditions of employment
 - Negotiates Impact and Implementation of orders and instructions from DoN authorities or when Management decides to change an existing practice affecting working conditions of unit Employees
 - Represents individual employees in grievance matters or work related matter(s) of personal concern and assigns and assists Shop Stewards representing employees

Grievance:

- The Law:

CHAPTER 71 - LABOR-MANAGEMENT RELATIONS

§ 7103. Definitions; application

(9) “grievance” means **any complaint**— (A) by any employee concerning **any matter** relating to the employment of the employee; (B) by any labor organization concerning **any matter** relating to the employment of any employee; or (C) by any employee, labor organization, or agency concerning— (i) the effect or interpretation, or a claim of breach, of a collective bargaining agreement (*the green book, also called “the union handbook”*); or (ii) **any** claimed violation, misinterpretation, or misapplication of any law, rule, or regulation affecting conditions of employment

- The recurring theme being – **any**
- Any matter includes harassment of any kind.

Chief Stewards

- Machinists, IAM-AW 282: Jarred Hoskinson
- Operating Engineers, IUOE 286: Jenny Crutcher
- Boilermakers, IBB 290: Mark Leighton
- Painters, IUPAT 1208: Derek Gusoskey
- Codes AFGE 48: Brian Engman
- Electricians, IBEW 574: Bill Tyler
- Insulators, H&F 62: Josh Hammons
- Sheet Metal Workers, SMWIA 66: Aaron Tinonga
- Pipe Fitters, UA 26: Bill MacDonald



Security Specialist

- Financial problems can become security issues;
 - Bankruptcy, Repossession, Debt Collections
 - Identity thefts
- Legal Issues are security issues;
 - Arrests or allegation of criminal conduct—regardless if formally charged, prosecuted or convicted
 - Criminal activity in your home by others (including children, roommates, renters)
- The list of issues that may affect your security clearance is too long to list here.
- Assists employees with the process, paperwork, and interviews involved with Shipyard Security and DoD
- Assists with mitigating security concerns

Kathy Boink

PED Policy

- Portable Electronic Devices (PEDs) are a Security Issue!
 - Personally owned PEDs capable of capturing an image (i.e. camera) are PROHIBITED in *all* PSNS & IMF workspaces.
 - No Excuses!
 - All PEDs are prohibited within 10 feet of any area where classified information is being processed, transmitted, and/or received, and where classified work is being performed, and all submarines.
- Blue Tooth and Wi Fi must be disabled in secure areas.
 - A personally owned device may never process government information.
- All personally owned cables, cradles, and adaptors compatible with any government computer (e.g., a USB connector on one or both ends) are prohibited from being used on Government owned equipment.
- Not complying with these rules is a serious SECURITY VIOLATION that will adversely affect your employment here.

BMTC Safety Chairperson

- Discusses issues of Environmental Safety and Health with Management
 - Environmental Safety and Health Office (Code 106)
 - Waterfront Safety (Code 900S)
 - Project Management
 - Shop Management
- Chairs BMTC Safety Committee
 - Follows up on safety and health concerns brought up at Safety Meetings and that otherwise come to his attention.

Shawn Rowan

Occupational Workers Compensation Programs (OWCP) Advocate

- OWCP is the agency that processes claims for on-the-job injuries in Federal employment.
- The OWCP advocate helps employees through the process and paperwork of the Federal Employee's Compensation Act
 - Claim assistance
 - Leave buy-back assistance
- For best results, see the OWCP Advocate before filing your claim

Cathy Deno

476-9096

New for Veterans!

- On November 5, 2015, the President signed the Wounded Warriors Federal Leave Act of 2015. This new section provides a new leave category, "disabled veteran leave," to any new Federal employee who is a veteran with a service-connected disability, including a combined degree of disability, rated at 30 percent or more for purposes of undergoing medical treatment for such disability.
- Disabled veteran leave is available during the first 12 months of employment and may not exceed 104 hours.
- Disabled veteran leave not used during the first 12 months of employment is not carried over to subsequent years and will be forfeited.
- The new leave category will be available to new Federal civilian employees hired on or after November 5, 2016. Additional information is available at <https://www.chcoc.gov/content/wounded-warriors-federal-leave-act-2015>.

Have a Union question?

- Ask a Shop Steward - anytime
 - Identifiable by title on hard hat or button
- Have your Supervisor make an appointment for you
 - You do not need to tell your Supervisor why!
 - Your appointment can be made for you to consult with a Steward either personally, by e-mail, or by telephone
- Don't argue the contract with your Supervisor!
 - Stewards are considered equals when discussing the contract with management

BMTC is *your* Advocate.....



Union Member Benefits:

- **BMTC** offers 2 Dental Plans and 1 Vision Plan to Union Members:
- **Willamette Dental** offers cost-effective treatment with no deductible and no annual maximum allowance (except TMJ & Orthodontia). You must receive care from a Willamette Dental Group dentist or specialist. The co-pay is \$20 per visit. Website: Willamettedental.com
- **Standard Dental** offers treatment with any dentist; the PPO Dental Network is extensive and nationwide; although you may see any dentist, using a PPO dentist is the most cost-effective. There is a \$50 deductible and maximum allowance of \$1000 per calendar year. The open season for Standard is February 1st; there are late entrant penalties if you do not sign up within 30 days of joining the union; or you can sign up with no penalty effective February 1st. Website: Standard.com
- **Standard** offers a vision plan through **VSP Network**. The network is extensive and you can check for providers at VSP.com. There is a \$10 deductible on exams and a \$25 deductible for lenses or frames.
- After the deductible exams and lenses are covered in full; frames are paid up to \$130.00 based on 12 months between exams and lenses and 24 months for frames based on date of service.
- **unionplus.org**: Discounts for union members! Solidarity: Using the strength of unions and purchasing power of more than 13 million union members, we can negotiate good programs at competitive prices. Car rentals, wireless, mortgage, credit card, and more.
- **Each local** has its own benefits, ask your Steward about them.



First they came for the communists,
and I didn't speak out because I wasn't a communist.

Then they came for the trade **unionists**,
and I didn't speak out because I wasn't a trade **unionist**.

Then they came for the Jews,
and I didn't speak out because I wasn't a Jew.

Then they came for me
and there was no one left to speak out for me.

*First They came... - Pastor Martin
Niemoller*