

Attendees:

Clint Powell
Kyle Brown (in for Eran Molz)
Jodi Bonifini (in for Jim Conrad)
Calvin Palian (in for Eddie D'Aquilla)
Sean Currey
Don Mays
Randy Bostic
Dave Morris
Thomas Conner
Ginny Favede
Rodney Boniti
Terry Lavorini
Nick Karras
Justin Klempa

Introduction to Paul Melanko

Approval of February Minutes

Committee Reports

PLA Committee

Sean Currey – We met this morning and discussed which PLA's are out there currently and possibly putting together new language into a sample PLA where we will hit new targets. Right now we are in target for Oglebay, Trinity and Wheeling Hospitals. We asked the Board to generate contacts within county commissions, hospitals, schools and any projects coming into the area that anyone knows about with significant value to it so we can put together a database of contacts together so when we draw up this new PLA we would know who to go to target and present it to. WE are looking for people who would be working with the construction on certain projects.

No suggestions were brought to the board.

Safety Committee

Don Mays – Discussed the probationary online OSHA 10 training course that will be promoted to all Union Halls and offices. We will still schedule classes when we have enough people but when we don't (which is more and more lately it seems) and you have 1 or 2 people that need set up with this training before they start work there is an online training website that will work. It looks like careersafeonline.com is the best site so far and they charge \$25 for completion and they can bring the documentation to the office here and be reimbursed through Project Best. This is considerably more economical than what Project Best has done that training in the past. We also talked about the MSHA training with Charlie Hutton at the Cadiz Harrison County Training Center is doing union members that are not being paid to be there for free and we will be coordinating that as well. We also talked about using the trade directors in a rotation to do OSHA 10 and possibly OSHA 30 if needed to host these trainings. More information will come on this in the near future. We will establish a reasonable fee for the trainings. All the material is here so in doing this will save a considerable amount of money.

Frank Eberhart talked about the SILICA training in a report from the Columbus Safety Day. He talked about some of the Table 1 requirements. Don also mentioned from the Northeast Ohio Safety Forum is similar to a Project Best safety committee and they have a database established with several areas in the country to share information so our general contractors so maybe we can find a way to partner and communicate with them and participate in this database could save us a considerable amount of money giving us the database resource to Table 1 instead of consistently testing.

Kyle Brown brought up the OSHA 10 training online and we are only to use this when we are in a pinch. We don't want a large amount of people coming from one group taking this class at once when we could set up a training here on site.

We discussed Project Best as Parkersburg/Marietta drug and alcohol program and discussed a possible standardized program here that would enable and be more efficient. Some small locals for example it's really hard to do that on your own. By doing this collectively, a lot of the groups have funding in place now so funding shouldn't be an issue for 5 locals that we know of. These locals have funding already in place so it's as easy as transferring the funds. Ginny met with Mobile Medical who have participated in drug programs like First Energy. They have a great working relationship with First Energy and they could be an asset to these power plant programs. This is just the initial stage of discussion but this could be very beneficial to us especially with the opioid problem in this area.

Dave Morris brought up if there are any sort of ICRA training in the works, especially with working at the hospitals. Don said they have this training in the works. Dave said that they are doing this down in Morgantown and with the hospital coming up here that it would be important to have. Bengy says Pennsylvania has been doing it for years and they have been all trained on it and the carpenters here have something in the works. Don feels its spreading to the area and it's a good tool for us because the open market training costs around \$700 per head. Clint brought up if OGLE can do this training but Don says it's only through the unions. Ginny says if they need it set up down here then that's not a problem.

Don has 1 suggestion to bring to the Board and it's regarding the drug and alcohol program. He thinks they should really consider starting a standardized drug program for Project Best instead of 10 different programs for 10 different companies. Don, Ginny and Bengy are meeting with Clint on April 20 for a luncheon. They will sit down with him in hopes to getting more information on how they run their program and pick his brain. Bengy says the game plan is to also sit down with Mobile Medical on starting a program and to figure out if this will be an ERISA fund because if we go this route we will definitely be an ERISA fund.

Finance:

Rodney – The finance meeting met this morning and there was 1 primary focal point. There are 2 requests that were brought to the table this morning. Both chairs suggested streamlining the process of approval. In regards to last month's meeting, it took way too long to get things decided. Bengy made the suggestion which we felt very receptive to possibly categorize (4) these requests: Memberships, Sponsorships, Donations and Special Events requests. We would put all these requests in these 4 categories. The change we are proposing or requesting to the full Board is that the finance committee be given some level of authority to vote on these requests as they come through. While this month there was only 2 requests, last month there was about 20 which tied up the meeting for an hour and half. What they suggested was giving the finance committee the approval or authority with threshold

limits at our discretion of requests up to and including \$500 for donations and up to \$1,000 on any sort of sponsorship to act on their judgement. In the past Project Best has been very generous in the sum of \$103,000.00 last year of which probably 80% of that money was given to some sort of goodwill donation. The finance committee is trying to refocus these efforts and to use these sponsors and requests to best serve our organization. If the finance committee can come to a full consensus and the finance committee to approve or disapprove the request, if there was any request that was made in hung-jury (whether it be on the labor or management side) then these hung-jury requests would come to the full board for a decision. If there was any requests over the \$500/\$1000 threshold limits, those automatically come to the full board for approval with the finance committee's recommendation.

There was a motion by Justin Klempa to approve this request from the Finance committee and second by Terry Lavolini with a unanimous decision by the Board.

The two requests that came in this month for approval: Wounded Warrior project for a general donation. It was recommended by the finance committee to not approve this donation. While it's in everyone's best to support our military, this group is not local and after doing a lot of research, only 20% of the donation is actually going to the cause.

The second request is from the Wheeling Civil War Monument Committee. They raised \$100,000.00 to move a monument and they are looking for \$20,000.00 to help move this to downtown Wheeling. It was recommended not to support this cause because there is not general benefit to Project Best for supporting this cause.

Motioned by Justin Gray and Second by Don Mays with a unanimous decision to table both requests for donations.

Red donation for \$7500.00. It's been known that Red is beneficial to Union trades and crafts. This is a commitment to them and hopefully a commitment back to us with potential projects. It was pretty much the consensus of the group that we do need to support RED and the finance committee's recommendation were not opposed to making this donation and that it's a good cause but they suggested having Bengy and Ginny meet with them for a quick lunch or breakfast and talk to them to see what kind of projects they have coming up and if they are going to commit back to the trades and do trades work on these projects. If we can get some sort of consensus there then we would probably approve it. If they don't have any major projects on the table or platform of if they are not going to commit back they we would suggest making a \$2500 or a \$4000 donation just to stay in good grace but not give the full amount with the excuse that work is just slow the beginning of the year and we would re-examine it the second half of the year. Their recommendation is to table it for next month until Bengy and Ginny can sit down with Red to see what they can commit to.

It was a unanimous decision to table this discussion until next month when Ginny and Bengy can meet with RED.

Justin Klempa brought up that in their PLA meeting that maybe sending a letter with our donation not as much as a contract but a recognition where the money is coming from and that we would appreciate.

Career Expo/Gala

Sean Currey – With the teachers strike – we were supposed to have over 800 kids participate in the expo. We ended up with around 500 showing up to the event. There was even some West Virginia schools show up whom carpooled and brought their vans. Sean felt things went great from his standpoint. He talked to a few other crafts and they felt the same way. Even the contractors there had positive feedback. Doug Giffin would bring the kids in and sit them up front while giving a brief speech and explain to them what all is going on there and what all the various crafts did. The bags and literature in the bags were all great. Also the video showed up on the big screen all day. If the WV schools were there it would actually have been crowded. Afternoon was a little slow but at one point there were around 200 kids there at one time.

Don Mays was surprised with the amount of students that showed up from West Virginia schools. At one point he noticed there were 5 people deep wanting to learn how to lay a brick.

Due to the strike it was hard to keep track of kids that came from West Virginia. Bengy knew that some kids from Wheeling Park and Marshall County schools came. Even a few from Monongalia County Tech in Morgantown showed up with some students. Sean gave credit to the committee for sending letters to all the schools.

Jobs Ohio and West Virginia Work Force came because they are trying to find people jobs as well but Barnesville high school made a day out of it. They took their kids to Jobs Ohio in Martins Ferry and toured that facility then brought their kids to the trade show.

Ginny credits the success of distributing the flyers and following up with the schools for the huge turnout. They followed up and created a database for every school that received a letter. They also advertised on social media for the first time. They had over 830 scheduled to be at the event but with the strike only about 500 showed up. They spent around \$250 on advertising with Facebook and it payed off because a lot of people come to the event on their own. In regards to the video, they had over 9000 views on Facebook which was really impressive especially with them showing it to the kids at the Fair.

Project Best was been invited to speak at the Eastern Ohio Association of Counselors plus the Superintendents. There was probably 20 Superintendents there at the meeting and at least half of them had no idea the extent of what the trades and their contractors do so it was eye opening to them.

Rodney brought up a question if there was a way to set aside Apprenticeship openings for incoming students? Bengy says some trades do but it has to be written into their standards. A lot of trades have agreements with local trade schools and the Ironworkers don't have a problem slotting somebody in but there are a few trades that won't do that.

Ginny brought up the fact that the Project Best Breakfast was cancelled but a few members like JDE had awards to give out. The PR committee supported the idea of an Awards Gala. They knew going in that it would be a reduced population but went in wanting to focus on the clients and the contractors. Two things that we did was contact each school that we give a scholarship out to and we asked them to be present or send someone from the school and we expected them to speak. Ginny was surprised while they were speaking to hear them talk about Project Best and what it means to them. She felt this was very rewarding. The second thing we did was contact the award winners and asked them to be present and to speak. To hear Dr. Hess from WVU talk about Project Best and quality labor and Dr. McCollough

from Wheeling Jesuit speak was very rewarding. We also did photo boards to give to each individual award winner to take back to their offices. Kalkreuth called yesterday wanting to know where we got the boards made because they were wanting to do the same with their own projects.

By-laws:

Clint – The Board met today and have a few recommendations to bring to the Board for approval. On page 3, section 6: “The Board of Directors may submit proposals to the membership for voting by regular U.S. Mail or by electronic means to the member’s last known contact address. On any such proposal, there must be an affirmative response by a majority vote of those members present in the room that are contacted and who vote. Any motion that ends in a tie will die on the floor.” What we are saying is we recommend we don’t vote as labor against contractors and instead make it one vote with a combination of labor and contractors. We are in this together as one.

Discussion: Don thinks the separate vote was a mess and not very effective. If we are one then let’s just vote. He thought it was considerably more efficient this way. Don made a motion to accept but according to the by-laws, it needs to wait 14 days before it can be voted on.

The second proposed change: on page 4 section 2a: we had a discussion on the Board of Directors along with the Co-Chairs and what our recommendation is to change the Board of Directors shall consist of twenty (20) individual directors (10 from labor and 10 from the contractors side) with one being a non-voting co-chair from each group. What we are saying is still have the 9 voting members on each side and have Ginny and Bengy be the non-voting co-chairs. Bengy says this how we are currently doing it but that’s not what the by-laws state.

The final change is on page 5 of section 5: “At all meetings of the Board of Directors, each Labor Director and each Management Director shall have one (1) vote. The Board of Directors shall act at any meeting by majority vote present.

Kyle Brown request

Kyle sent in a written communication the morning of the Board meeting: “This may be the preferred proposal, you guys decide. I believe if BEST is to recruit additional crafts to participate in BEST the craft will need to have a seat at the table just as I was offered when we were recruited to join BEST. Every Business Representative which has BEST language in their CBA should be able to attend the Directors meeting, preferably as a Director, but at least as a member with a voice.

With each labor representative on the Board there would need to be a corresponding management representative. This was anticipated in Section 2-a, paragraph one, last sentence, of the by-laws which states "The number of directors may be increased or decreased by a majority vote of each category of members of the the Board of Directors"

According to my conversations with President Molz and yourself we believe there are only 3 to 4 locals with BEST in their CBA which have no Board representation or voice at the Board meeting. Whether by top contributors or by election and appointment of the President this recent change appears to be creating strife among the contributors. I pray one of these proposals can resolve this.”

He also has an alternate proposal for BEST By-law amendment. “Section 2-a: The Board of Directors shall consist of 26 (Double the number of Local Unions which have BEST in their CBA) individual directors, 13

of whom shall be appointed by and from the labor members of Project BEST and 13 whom shall be appointed by and from management members of Project BEST..."

Kyle's response: We have had extensive conversation at the Building Trade going back to 2017 when we went from 20 labor directors and 30 management directors trying to get a manageable board with an equal and fair vote. The memory that Scott and I have was that we would go down to 9/9 and have an equal amount of votes but nobody that was a contributor would be excluded from the table. We don't have that in writing or it's not in the By-laws, it was just our recollection of our conversation. In the end of 2017 we had the top 9 contributors as directors to BEST. In 2018 we changed it that no two crafts and officers was appointed by the President. In the end that left out 3-4 crafts. I'll go back to we were having the Boilermakers/Pipefitters with the drug and alcohol program. If you are going to bring in the Ohio Pipefitters who probably contribute (with the size of their local) \$30,000-\$60,000 a year. But since Bengy is a Board member, they're local and more likely their sub-contractors or their contractors neither one of them will have a voice at the table. With this, I feel the likelihood of growing BEST diminishes.

It was suggested this morning that if somebody wants to present something to the board they could do so by getting on the agenda before the meeting. They also talked about creating a members only page on the website where they will be provided a log-in number to gain membership information along with the board minutes. So we talked about other solutions to this problem without expanding the board.

Finance Report:

January finances are in your packet and we ask that these don't leave the room. Are there any questions? Tom Conner motioned to accept the financials and it was a unanimous decision.

Funding Report:

You will also find a copy of the two funding requests. There were already addressed from the Finance Committee report.

The last thing in your packet is a write up about the new president of Oglebay. He will be taking over for Mr. Hilliard starting in April. We want to you know him, and know what he looks like because working with Oglebay will be very important to us and in hopes of building a relationship.

New Business

The next Network Luncheon will be March 20th at Froehlich's in Steubenville at 12:00pm. Guest Speaker will be Evan Scurti will be our guest speaker. He is the Executive Director of Jefferson County Port Authority.

At last month's meeting we approved 3 sponsorship events: Wheeling Jesuits Gaudiosa, April 14th and we have 8 tickets available. The following weekend is the Franciscan University's Baron Club dinner and we have 2 tickets for that event. Finally, in May we have the Wheeling Health Right Chef's Auction and we have 8 tickets for that. If you are interested in any of these, please email Paul.

Don Mays motioned to be Adjourned.