

BUTLER COUNTY MANUFACTURING CONSORTIUM

Minutes for April 15, 2009

I. INTRODUCTION

A. Jim Ferguson welcomed everyone, immediately followed by introductions.

B. Copies of the March '09 minutes were distributed.

Correction: Regarding Grant monies as of March:

The original training grant approved and expected for this year was \$175,000 (this included \$96,250 for Tuition Reimbursement and \$70,000 for Shared Training). To date, we have received \$117,000 of the \$175,000.

C. Doug Bartosh reported we have \$787.00 remaining in the Treasury. We still have companies who owe 2009 dues. Just a reminder to please submit your annual dues if you have not submitted them yet. Because we now have our 501(c) 6, dues can be deducted as a business expense.

D. Special guest speakers: Representative Daryl Metcalfe and Mark Shiffman, Esq.

II. GUEST SPEAKERS

A. Representative Daryl Metcalfe

1. Rep. Metcalfe passed out a contact information brochure and gave some background on his political background. He was elected to the PA House of Representatives in 1998.
2. Has served on various committees including: Education, Labor, and Finance
3. Was a sponsor of the Right-to Work bill
4. Currently co-sponsoring a bill to protect voting privacy for PA residents (if Card Check comes up for vote, it may make it harder for U.S Representatives and Senators to vote against something residents have already said they wanted.).
5. Also working on illegal alien issues.
6. Rep. Metcalfe stated he has a strong focus on fiscal responsibility. There is currently a petition against a tax increase that people can sign onto at www.repmetcalfe.com
7. Contact information:
District Office: Cranberry Township Municipal Building
Phone: 724-772-3110
Email: dmetcalf@pahousegop.com

B. Mark Shiffman, Esq. – Senior Partner at Jackson Lewis, specializing in Labor Law- discussed the Employee Free Choice Act

1. First focus: if employers treat employees right, employees are less receptive to union efforts.
2. Organized labor is a business that has been decreasing for the last 30 years, due to its negative image. There has been less of a need for their services since the federal government has created laws and departments to help protect workers and improve safe working conditions.
3. Change to Win (CTW) is a new labor federation made up of seven unions whose sole purpose is to increase labor union membership. Primary activities: lobbying and training people how to organize.
4. Employee Free Choice Act (aka Card Check) bill was introduced about 1 month ago. Mr. Shiffman was estimating that it may come to the floor in September.
5. Under current law :
 - a) if 30% or more employees sign a petition, the Board will conduct a secret-ballot election.
 - b) Average 6 weeks between petition and election vote
 - c) If 50% + 1 of employees vote YES for union, then union wins.
 - d) Employees and union bargain in good faith, with no time limits to come to agreement on a contract. No one can compel a party to agree.

Currently, unions win little over half of elections, even if they have a card majority.

6. If EFCA passes :
 - a) If 50% +1 of employees sign a card, then company automatically becomes unionized (no secret ballot election)
 - b) 90 days for negotiation, plus 30 days of mediation. If after 120 days, there is no agreement, a third party will decide ALL aspects of the contract and that contract is binding for 2 years.
 - c) Enhanced penalties for violations.
7. Mr. Shiffman's best *predictions* about EFCA. Probably will not pass as it is currently written.
 - a) Still keep secret ballot
 - b) Will shorten time frame from petition to election to allow less time for employers to respond
8. What Employers can do to be Pro-Active
 - a) Train supervisors and managers to be comfortable knowing what they can discuss regarding unions. Most don't know what they CAN say. Need to be educated how to respond.
 - b) Train supervisors what current law is and what the proposed changes are.
 - c) Talk to employees. Remind employees why they don't need unions. Management enjoys working directly with employees. Employees may lose their ability to ratify a contract under EFCA. Unions want to keep their efforts unnoticed. Employers need to bring it to light and expose the details of the EFCA. CAN talk to employees and say under EFCA:
 - * employees lose their right to a secret ballot
 - * arbitrators may have final say on their pay and benefits, rather than employees voting to approve
 - * can advise them to not sign a card
 - d) What supervisors/employers CANNOT do:
 - Threaten
 - Interrogate
 - Promise
 - Spy

III. TRAINING

A. Shared Training –

1. Proposals have been received and reviewed for proposed classes on Welding, HR Law, Strategic Business Communication Competitiveness, and Going Green
2. Original Consortia Based Budget (Shared Training Classes) \$70,000 (original budget based upon receiving the \$175,000 total grant).

B. Tuition Reimbursement -

1. Original Employer Based Budget (Tuition Reimbursement) \$96,250 (original budget based upon receiving \$175,000 total grant).

C. Welding Program – no report

D. Training Needs Assessment Survey – no report.

IV. 2008-2009 GRANT UPDATE

- A. Manufacturing Training Dollars made available to date \$117,000. Still waiting for additional monies to come in.
- B. Other Butler County expenditures
 1. \$2350 Butler County Community College for 2 summer camps.
 2. \$2460 for Butler Business Matters ads
 3. Committed \$1295 for Get FIT lunches for Butler Vo-Tech

V. OUTREACH TO SCHOOLS

- A. **Job Shadow Program** – plan to focus on job shadowing in the Fall 2009 as the Spring is too busy for schools.
- B. **Educator in the Workplace**
 1. Planning for summer '09, but Jim would like to first see what interest level there is with teachers.
- C. **School visitations** – no report.
- D. **Kids on Campus /BC3**
 1. Two courses subsidized by the BCMC are scheduled for this summer. Payment has been made.
- E. **Get FIT (Futures In Technology)** – no report.

VI. BCMC MEDIA / ADVERTISING

- A. **BCMC Website** – no report.
2. **Radio** – no report.
3. **Butler Business Matters** – working on improving the ad and having it mirrored on the BCMC home page.

VII. BCMC GROWTH

- A. **Non profit status** – have received verification and have been approved as a 501 (c) 6. This is the same status as Chambers of Congress and NAM. Gives us another step in the right direction to build the organization upon.
- B. **What can BCMC do to grow the Consortium?** Let's discuss another promotion expo this Fall / September. We still need to present a strong statement that manufacturing is still here to stay. A strong offense is the best defense.
- C. **Developing more regional partnerships** – no report.
- D. **Business Partners/ buying power** – Jim passed out a handout (*see attached*) outlining a draft for differentiating Business Partners (for profit) and Resource Partners (non-profit). Please review and share any thoughts. Will discuss and refine at next meeting and vote to create further distinction between partners.
 1. Members are manufacturers and have voting privileges.
 2. Having other partners be a part of meetings has networking advantages for them and manufacturers.

VIII. LEGISLATION ISSUES

- A. **Employee Free Choice Act** – **discussed in depth today by Mark Shiffman, Esq.**
If you were unable to attend today's meeting we will have some additional packs of his Powerpoint presentation handouts. Please see Kristen if interested.
- B. **228 Regional Corridor Alliance** – an advocacy group to advocate for improvements to Route 228 that will impact economic and transportation issues. Does BCMC want to support this effort?

IX. BCMC UPCOMING EVENTS / MISCELLANEOUS

- A. **Upcoming Guest Speakers**
 1. May20th / Butler CDC
 - a. Denton Dailey from BC3 will be a guest speaker at our May meeting to discuss their new Robotics Associates degree, which articulates to 4 year degree programs at schools such as Robert Morris & CMU.
- B. **PA Career Link Career Fair:** at the Butler Days Inn April 22nd from 1-5 pm.
- C. **Summer schedule:** there are currently no BCMC meetings planned for June or July. Do members want to continue to meet or take a brief summer hiatus?

***Next meeting will be Wednesday May 20, 2009
at 12:00 pm noon (with pizza) – at the Butler CDC.***