



Minutes
Holcim Community Advisory Panel
October 27, 2009
Washington Irving Senior Center
6 p.m.

Attendance

CAP Members: Frank Alguire, Matel Anasta, Erik Broccolo, Michael Bulich, John Farrell, Kate Farrell, Jonathan Hall, Pat Hedges, Adam Kahlil, Nicole Lacy, Kevin Lennon, Kelly Maggio, Peter Markou, Katie Miller, William Muirhead, Joseph Phelan, Nancy Richards, Frances Szasz, Joan Young

Company Representatives: Caroline Depp, Deon van den Berg, Magdy Meleka

Guests: Patrick Hernandez, Bill Van Slyke

Facilitator: Jennifer Goddard, Ann Green Communications, Inc.

Minutes: Jennifer Goddard

The regular meeting of the Holcim Community Advisory Panel (CAP) was held Tuesday, October 27, 2009, at the Washington Irving Senior Center, Catskill. Substituting for Ann Green, facilitator Jennifer Goddard called the meeting to order at 6 p.m. She said Ms. Green was unable to attend the meeting because of travel problems and sent her regrets. Ms. Goddard reviewed the agenda and team agreement. The minutes of the previous meeting were approved as presented.

Community Announcements

Kate Farrell said the first meeting for the county's Leadership Green was hosted at Catskill High School. The next meeting of the group will be hosted by Cairo. She noted several upcoming events including a Nickel Social on November 7; a Veteran's Day celebration at the high school on November 5, and the Ulster Green Art Show on November 17.

Peter Markou announced a Quadricentennial event featuring the Musicians of Melvern who perform period music. The event will take place at the Union Mills Gallery on Main Street on November 12. He made note of the construction of a time capsule for the members of the class of 2010 to open at their 50th class reunion. The time capsule will be kept at the town hall in a safe until 2060.

Nancy Richards reported the Urgent Care Center will be ready for a Dec. 1 grand opening.

Joan Young said the Sports Club will host a Veteran's Day commemoration event featuring Ms. Pat Harmon, a World War II veteran.

The Senior Center will screen a documentary film about Catskill-area World War II veterans.

Bill Van Slyke said the Community Center renovations have begun. A new elevator, roof and improvements to the office area will be finished by next year. The renovations will help reduce fuel costs in addition to improving the appearance of the facility.

Deon van den Berg said the opening of the soccer field will take place on Nov. 2. He said it was a long-awaited event.

Michael Bulich said the main field is finished and it will be seeded for spring travel soccer. The next stage is to add two soccer fields for youth team use. They hope to add a pavilion and concession area in the future, but they are taking it one step at a time.

Plant Update

Deon van den Berg presented the plant update. He said the second newsletter was complete and he would include CAP members in the distribution.

A reduction in force will take place in November. The goal is for the size of the staff to match the size of the facility. The reductions will be permanent. Holcim will provide those displaced with outplacement services for interviewing, resume writing and other job search skills.

In response to a question regarding outsourcing to cover the positions, Mr. van den Berg said Holcim owns 120 cement plants worldwide. They know what skill sets are needed to make the facilities competitive. They will develop the skills of their employees to match the needs of the plant. They have no plans to outsource the quarry or shipping. The company is looking at the possibility of selling the barge and leasing one.

Peter Markou and Frank Alguire shared contact information for the Workforce Investment Board with Mr. van den Berg as a resource for Holcim employees.

The plant was shut down for maintenance on Oct. 24 for at least six weeks because the silos are full. They are waiting for the economy to recover and are sizing the plant to be competitive in the industry.

In reference to questions regarding the amount of money a reduction in force will save, Mr. van den Berg said labor costs are fixed, so cutting third party services will bring costs down.

Frank Alguire asked how long it takes the plant to start up after a shut down. Mr. van den Berg said it takes 36 hours to get back to full production once the kiln is restarted. During the six weeks of down time, internal staff will perform maintenance. He noted the need for engineering and

trade skills and suggested the students in attendance should be aware of the job prospects in those fields.

Mr. van den Berg said the month of November is a hit or miss month depending on the weather. He said if the weather is good, demand could go up. They can meet demand without starting up the plant.

Joan Young asked how states check quality of cement on big construction jobs such as those funded with economic stimulus money. Magdy Meleka said states receive certificates and samples of cement from manufacturers. He said products are made to customer specifics for certain jobs. He indicated the DOT has inspectors on site for highway projects. For building projects, he said building inspectors test the cement on site in addition to reviewing certificates from vendors.

Mr. van den Berg said the question was a good transition to the topic of quality standards next on the agenda.

Unfinished Business

Soccer Fields

The topic was noted in the community announcements of these minutes.

New Business

ISO 14001 and ISO 9001 Accreditation for Quality and Environment

Magdy Meleka, Quality Manager, and Caroline Depp, Environmental Manager, described the ISO Accreditation and what it means for Holcim's Catskill plant. A copy of the presentation is attached to these minutes.

ISO is an international standards organization for certifying quality standards in management and the environment. The ISO 14001 Standard refers to environmental issues and ISO 9001 refers to the quality management system in meeting customer requirements.

All employees know and understand Holcim's commitment to the ISO standards. These standards allow companies to maintain consistency throughout different processes and plants yet still produce to uniform levels of high quality.

Standardization, quality improvement and documentation are key to meeting and maintaining ISO standards. Facilities are reaccredited every three years and it takes six months to one year to prepare for recertification.

Next Meeting

The next meeting will be **Tuesday, January 26, 2010** at the **Washington Irving Senior Center**. The meeting will begin at 6 p.m. Dinner will be available at 5:30 p.m.

There being no further business, the meeting was adjourned at 7:35 p.m.

Next Meeting: **Tuesday, January 26, 2010**
 Washington Irving Senior Center
 5:30 p.m. Dinner
 6 p.m. Meeting