

AFSCME LOCAL 517

General Membership Meeting

Wednesday, September 12, 2018

Stillwater Government Center 12pm, LL13

*Please see attached Sign in Sheet for attendees

1. Call to Order: 12:09pm
2. Treasurer's Report: M/S/C 12:10pm
3. Secretary's Report: M/S/C 12:11pm
4. President's Report
 - Contract Negotiations team met on 9/11
 - Power Point presentation (Contract negotiations & Clinic update)
 - i. See attached Power Point
 - ii. Discussion surrounding Health Care Retirement Savings Plan- Lynne to draft a survey to send out to members.
 - iii. Members reminded that they had to be present to vote on contract negotiations brought back to the group
5. Business Rep's Report- Absent
6. New Business
 - Delegates
 - i. Up to 6 members can use lost time up to 16 hours to attend
 - ii. 3 individuals were nominated and accepted nomination contingent on schedules M/S/C 1:02pm
 1. Jody Johnson
 2. Dana Dumbacher
 3. Lisa Peterson
7. Good & Welfare- All bargaining units are going through contract negotiations at the same time- all will attend "State of the County" on Monday 9/17
8. Adjourn- M/S/C 1:03pm

<https://afscmeatwork.org/local-517-washington-county>

Find us on our [Facebook page](#) or search "AFSCME Local 517"

President: Lynne Freezy

Vice President: Angie Plumbo

Treasurer: Barb Christianson

Secretary: Taylor Winkel

Chief Stewards: Jody Johnson (exempt) and Carol Hanson (non-exempt)

AFSCME Business Representative: Suzanne Kocurek

Contact AFSCME Council 5:

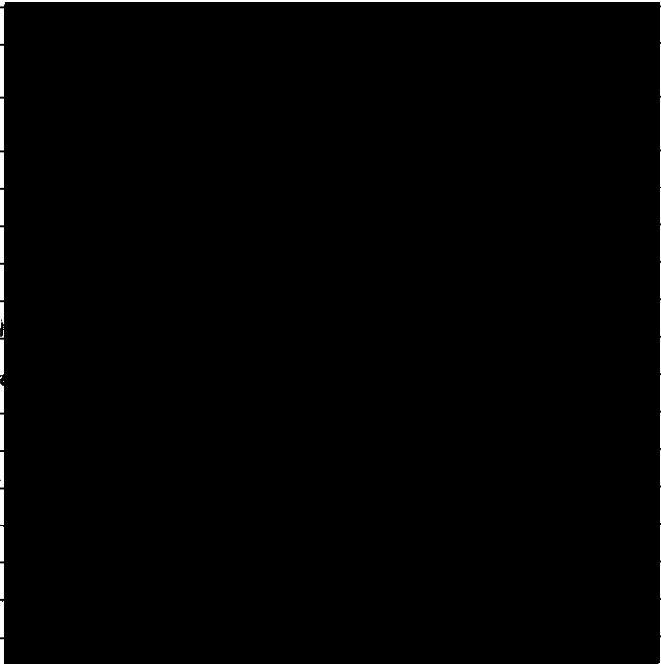
1 (800) 652-9791

MAC Line: (651) 450-4990

300 Hardman Ave S

South St Paul, MN 55075

AFSCME Local 517 General Membership Meeting Sign In
 September 12, 2018

FIRST NAME	LAST NAME	HOME EMAIL ADDRESS	Are you a dues paying member? Y/N
KRISTIN	REYNOLDS		Y
Lisa	Poterson		Y
NATHAN	TMM		Y
RYAN	OLSON		Y
Lonnie	Kardun		Y
Jean	Allison		Y
Rebecca	Heili		Y
Jacqueline	Robinson		Y
Alexa	Stedatus		Y
Christy	Aufderhar		yes
Tracy	Howe		yes
Linda	LOR		yes
Fatty	Peterson		yes
Karen	Mench		NO
Lisa	Sants		yes

Please write neatly! - Thanks :)

A



Contract Negotiations

2019-2020 - AFSCME LOCAL 517 - WASHINGTON COUNTY

Our Contract Negotiations Team

- ▶ Adam Snegosky (IT)
- ▶ Lynne Freezy (PRTS/Assessors)
- ▶ Carissta Arndt (Accounting & Finance)
- ▶ Angela Plumbo (Community Services)
- ▶ Jill Adams (Community Services)
- ▶ Ryan Olson (Public Works/Surveyors)
- ▶ Suzanne Kocurek (Business Rep - Council 5)
- ▶ Nur Nur (Business Rep - Council 5)

Contract Campaign Survey Results

<https://www.surveymonkey.com/r/AFSCME517>

(see meeting minutes for link)

As of 9/12/18 - Open until 9/17

(Take on your own time and on your own device)

Demographics

- ▶ 139 Responses to date (87 members; 38 non-members; 14 unsure)
- ▶ 93% Full time workers
- ▶ More than half of respondents have worked at the county less than 5 years
- ▶ 74% - Non Exempt; 25% - Exempt
- ▶ Majority (86%) have PTO vs. Sick/Vacation Time
- ▶ 93% are first shift workers
- ▶ Responses from all departments with majority being from Community Services (also our largest department)
- ▶ 59% work at Stillwater Govt Center

Members vs. Non-Members



- ▶ Members pay dues with each paycheck
 - ▶ Pro-rated based on full/part time status
- ▶ Members can vote:
 - ▶ Contracts/ Health Insurance Re-Openers
 - ▶ Memorandums of Agreement
 - ▶ Policy
 - ▶ Budget/Expenses
 - ▶ Attend the annual holiday party
- ▶ Non-Members do not pay dues
- ▶ Non-Members cannot vote (on anything)
- ▶ Non-Members are still represented by AFSCME and are subject to the contract

Exempt vs. Non-Exempt

- ▶ Exempt Status Depends On:
 - ▶ How much they are paid (at least \$23,600/year or \$455/week)
 - ▶ How they are paid (salary basis)
 - ▶ What kind of work that they do (exempt job duties)
 - ▶ Executive (supervisors; managers)
 - ▶ Professional (“learned professions”)
 - ▶ Predominantly intellectual, requires specialized education
 - ▶ Education beyond high school
 - ▶ More “academic” than mechanical arts or skilled trades
 - ▶ Administrative
 - ▶ High-level employees whose main job is to “keep the business running”
 - ▶ Some IT, Accounting & Finance, etc... so-called “confidential” workers

Exempt Status (cont.)

- ▶ Rights of Exempt Employees:
 - ▶ Virtually “no rights at all” under Fair Labor Standards Act overtime rules
 - ▶ Minimum salary standard applies
 - ▶ Can still be required to work a set schedule
 - ▶ Contractual rights as bargained for by union
 - ▶ For example: earn “Straight Time/Pay” for hours >40
 - ▶ Rights that apply to all workers (Federal/State Labor Laws)

Non Exempt Status

- ▶ Entitled to time and a half (pay or comp time) for hours >40
- ▶ Subject to same Federal/State Labor Laws as Exempt workers
- ▶ That's it. If you're not Exempt, you're Non-Exempt

Common/Agreed Upon Themes

- ▶ Majority think the following issues are important:
 - ▶ Shift Differentials for those that work evening/weekend hours
 - ▶ Paid Holidays as currently listed
 - ▶ Some requests for adding floating holiday(s)
 - ▶ Some requests for “non-Christian” holidays
 - ▶ Keeping our jobs from being privatized
 - ▶ Flex Scheduling
 - ▶ Suggestion about job sharing made

What Members Said They Wanted

- ▶ Wage increases
 - ▶ Cost of Living/General Adjustment of 3-4% (59%)
 - ▶ Keep 4% Step Increase (noted in comments)
 - ▶ New wage study needed - no competitive with other counties/cities
- ▶ Add Paid Parental Leave
- ▶ Add Floating Holiday(s)
- ▶ Add Funeral Leave (PTO employees)
- ▶ Safe Staffing
- ▶ Properly address Woodbury SC issues
- ▶ Fair promotional and professional development opportunities
- ▶ PTO language added to clarify timeline for approval/denials
- ▶ Change how uniform allowances are paid

Post Retirement Health Care Savings Plan (HCSP)

- ▶ Allows employees to save money for reimbursement of post-employment medical and dental expenses (including health insurance premiums)
- ▶ Contributions are pre-tax and can be used to reimburse eligible healthcare expenses after the employee retires/leaves public service
 - ▶ Subject to IRS Rules/Regulations/Statutes
- ▶ If added, all employees represented by AFSCME (including non-members) will automatically be enrolled into the plan as agreed upon by contract
- ▶ No individual choice allowed!
 - ▶ Contribution type & amount is negotiated and agreed upon by the union and Washington County

HCSP (cont.)

- ▶ Ways in which employees can contribute
 - ▶ PTO/Vacation/Sick cash-out upon retirement or separation from county
 - ▶ Ongoing employee contribution
 - ▶ Percent or set dollar amount deducted each pay check
 - ▶ Vacation or PTO conversion (cash-out converted to contribution to HCSP)
 - ▶ Early retirement incentives
 - ▶ **Excess leave balances**
 - ▶ **This is how other bargaining units at the county currently contribute to their HCSPs**
 - ▶ **PTO/Sick time >475 hours as of December 1st is converted to contribution**
- ▶ Exemptions allowed for:
 - ▶ Retired Military (20+ years of service)/Eligible for TRICARE
 - ▶ Service connected disability
 - ▶ Foreign National
 - ▶ Native Americans eligible for tribal insurance or other comprehensive, LIFETIME health insurance (70% paid by employer, until death; provided by other employer - not WaCo)

Health Insurance Re-Opener

- ▶ 6.2% Premium Increase for 2019
 - ▶ Under 9% cap, per contract with HealthPartners
- ▶ Plan changes to ALL plans (not negotiable):
 - ▶ MRI/CT imaging - coinsurance/subject to deductible/not 100%
 - ▶ Durable Medical Equipment - coinsurance/subject to deductible
- ▶ 2019 is last year of contract with HealthPartners
- ▶ On-Site Health Clinic at Government Center would reduce OVERALL premium slightly - still being planned
 - ▶ Would be built in LL - Community Services "cage"
 - ▶ 8+ visits to clinic per day = could premium further in future years
 - ▶ Dedicated provider on site & for Virtuwell - "continuity of care"



- ▶ MAC Line 651.450.4990
- ▶ www.afscmemn.org
 - ▶ Memberlink