

AFSCME LOCAL 517

EXECUTIVE BOARD MEETING MINUTES

10/23/2017

In attendance: Angela Plumbo, Robbin Rosén, Barb Christianson, Lynne Freezy, Jane Ball, Ann Walton, John Ewaldt, Nate Arthur, Kristie Campeau-Perlock .

Meeting called to order 12:10 p.m.

1. TA (Tentative Agreement) Voting:

- Disappointed in turn out :
 - 10% of overall membership voted.
 - 74 total votes (62 accepted/12 rejected).
- Recommend employees go the on [Health Partners' website and visit Plan for Me](#) to see which plan is better for their situation.
- For those who choose the HSA Plan, it's smart to contribute the difference of what you would have paid for monthly premiums on the \$35 co-pay plan towards your HSA.
- Lots of our new staff who are coming from private industry are going on the HSA plan, because they had it where they were.

2. Chief Stewards' Report:

- Jody is sick and Carol is not in attendance.
- Angie dealt with a grievance; just a verbal.
- There's also a vacation request issue:
 - Employee doesn't have PTO accruals now but by the time they want to use PTO, they will have accruals.
 - Employer denied the PTO request.

3. Steward Training:

- November 16 (9:30-11:30am) and November 28 (10am).
- Email Lynne ASAP if you want to attend the training; include drive time.
 - Lynne needs to notify HR which employees and when they will be gone.
- Request for a change – lack of good notice for accompanying an employee during a disciplinary action:
 - If employee is just meeting with supervisor (not disciplinary), we don't get notice.
 - If get last minute notice and no one can attend, ask county to reschedule.
 - FYI that no one of authority usually in HR on Friday afternoons to handle a reschedule.
 - Steward is there to help keep the employee calm and take notes.
 - Employer can't give us info. on a disciplinary action.
 - Don't want us messing with their investigation and we don't want to either.
 - HR has asked recently if anyone was available for a disciplinary action. They weren't asking us to be there; employee has to ask.
 - Employees usually do need representation.
 - We contact employee to confirm they want one of us there.
 - John pointed out employee's Weingarten Rights:

- Basically an employee has the right to representation any time the meeting could lead to discipline or a change in work status.
- *Note from online:
 - a. The employee must make a clear request for union representation before or during a meeting.
 - b. Employee cannot be punished for this request.
 - c. The supervisor has three options after the employee makes the request:
 - i. Grant the request and delay the meeting until the union representative arrives and has a chance to consult privately with the employee; or
 - ii. Deny the request and end the meeting immediately; or
 - iii. Give the employee a choice of:
 1. Having the meeting without representation or
 2. Ending the meeting.
 - d. Find more info. on your Weingarten Rights online.
- Talked about how a HR meeting is county time, not union time.
 - Employer won't usually pay OT for these meetings.
 - Time includes meeting with employee (right before the HR meeting), the HR meeting, and travel time.

4. Other business:

- AFSCME Local Christmas Party:
 - December 7 at 4:30pm (until 7pm) at Acapulco's back room in Stillwater.
 - Kristie will set up a sign up through Sign Up Genius for employees to use to RSVP to the party.
 - The back room has a limit of 50 people.
 - Sign up will close on November 29.
 - Lynne will send a party flyer with the link to the sign up around November 15.
 - Staff will be expected to pay for their own drinks at the party.
 - Angie will check for beverage options – option for water.
 - It sounds like our local can bring in our own dessert for the party.
 - We'll have a chance for attendees to win gift cards as usual.
- John talked about a meeting on October 26 with CDA (fka HRA) members on insurance.
- John talked about a desire to bargain with the City of Stillwater Library.

Meeting adjourned at 1:00 p.m.

<http://afscme517.org/>

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

President: Lynne Freezy

Vice President: Angie Plumbo

Treasurer: Barb Christianson

Secretary: Kristie Campeau-Perlock

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

AFSCME Business Representative: John Ewaldt