

**AFSCME LOCAL 517**  
**EXECUTIVE BOARD MEETING MINUTES**  
**3/28/2016**

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

Meeting called to order a little after 12:00 p.m.

1. Day on the Hill Update.
  - Nate, Jody, Angie, and Christy are attending.
    - Christy’s cost will be covered by Council 5.
  - Lynne is going to make sure HR has been notified of which staff will be attending.
2. Robbin and Annie gave feedback from the New Employee Orientation (NEO).
  - They had a pretty challenging group.
  - Robbin, maybe Annie, and HR have the PowerPoint presentation. They think the old dues are still on the presentation. Lynne gave permission for Robbin and Annie to make changes to the presentation but they need to give HR the latest version.
  - John offered to meet with Robbin and Annie and give them help especially on what to do when encounter staff not understanding the importance of signing the commitment cards.
  - Lynne stressed the dues do not support political campaigns but that we push to support candidates who support unions. We should point out that we accept our jobs at the county to serve the public that’s why we look for candidates who will support us.
  - The welcome letter needs updating; it still has Kathleen’s name on it. Lynne will handle.
3. It’s a contract year this year.
  - Talked about creating an employee survey through SurveyMonkey requesting five-six areas of concerns.
  - John requested prioritization.
    - Wages or. health insurance more important?
    - In bargaining, reach back out to staff. Could do multiple surveys and let employees decide.
  - Lynne says we need the professional-level SurveyMonkey (approx.. \$25/month); just use during this survey time.
  - Suggestion to ask employees in survey if they are willing to attend a truth-in-taxation meeting in December or a budget meeting. If employee willing to attend one of the meetings then we could notify them later about it.

- You'd be attending these meetings as a citizen; not there to speak as a county employee.
  - Lynne requested that board members come up with a question for the survey and email her.
  - Suggested survey questions like:
    - Do you feel we have enough union meetings?
  - Robbin suggested we have special meetings for certain groups or topics.
    - A “What’s going on this year” meeting.
  - Lynne will send the survey to all board members to see if we should make any changes. Bring to next board meeting and go from there.
  - John said our union is doing a tremendous amount of work with educating our group. We were late getting our cards so we have to have to go back to employees to get signatures, educate our group, and ask them to stand with our union.
  - Lynne plans to get the survey out by May, give employees a few weeks to answer, and reminder to fill out the survey. Follow up either with another survey or meetings.
4. John talked of meetings needed for Forest Lake, Public Works, and Stillwater 1st floor/PRTS, 2nd floor, 3rd floor, and 4th floor.
- At the meetings we'll talk about an intro. to union rights, the plan this year, Friedrichs, and contract negotiations. John will be there and can give a presentation.
  - We need to have a contact person on the flyer for these meetings so people can RSVP to help us plan for the food.
  - Talked of the flyer being a half sheet of paper without a date or location printed on it so we can use the flyer for all the meetings and write the appropriate date/location on as needed.
  - Suggestion for these meetings to be for fee payers only.
  - Robbin motioned a budget of \$200 max. for food for all these organizing meetings. M/S/C by Jody and Lynne. (6 meetings means an average of \$50 of food for each meeting.) We talked about ordering from \$5 Pizza again.
  - He requested conference rooms be reserved for the first three meetings from 11:30am – 1:30pm:
    - Thurs., April 28 for Stillwater 1st floor/Surveyors/Assessors
    - Thurs., May 12 for Stillwater 2nd floor Community Services
    - Thurs., May 26 for Stillwater 3rd floor Community Services
      - Community Services staff can attend either meeting for the 2nd or 3rd floor.
      - We still need to find someone from the 3rd floor to help with the meeting on the 3rd floor.
      - Kristie will get rooms reserved for the meeting dates picked so far.
  - John will get the flyers delivered to us.
  - John's goal is to get 80% of our group to sign cards by June 29.

5. Board members at this meeting, Lynne, Nate, Barb, Jody, Robbin, Annie, and Kristie were sworn in by John.

Meeting adjourned at 12:51 p.m.