

**AFSCME LOCAL 517**  
**EXECUTIVE BOARD MEETING MINUTES**  
**9/26/2016**

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

Meeting called to order 12:06 p.m.

1. John presented opening proposals for negotiations:
  - 4% across the board.
    - Range movement (steps) min/max.
    - This is the starting point.
  - Elimination of insurance openers.
    - County pay % of future increases .
      - As per what Dakota Co. is doing.
  - Some staff want COLA% increase to match health care cost increase.
    - Not the same. Premiums are not equal to wages contract.
    - Contract comes before health insurance. Could suggest bargain splits.
  - Proposed same weekend differential as other county groups.
  - County wants 2 year contract.
  - Christy H. asked if a person can be on Medicare with a post-retirement health care savings account:
    - John said yes because it's not the same as a HSA – this is post-retirement account.
    - Ramsey Co. and Hennepin Co. have these HCSPs.
  - Suggested our severance pay should be similar to other groups.
  - Proposed differential for custodians working in the jail.
  - Suggested merit pay for staff who are maxed out.
    - Used with performance evals – 3% for meets/4-5% for exceeds.
    - Based on Anoka Co.
    - Still get COLA – not tied.
  - The county:
    - Has lots of language clean up.
      - A smaller group from negotiations committee volunteered to deal with this.
  - Talked of probationary staff being able to file grievances once they start paying dues.
    - If probationary employee gets suspension, county says take away their seniority – they start over.

- We disagree with this.
  - County says they want plain language but trying to put in language like above and like eliminating the phrase “bumping rights” to use “displace”
  - It’s the county’s turn to come to us with proposals now.
    - We gave them our full proposal a week ago.
2. Discussion of classification of SWIII.
    - Question of whether this is just for Child Protection staff.
    - Other counties have this classification.
    - Staff suggested this in the survey.
    - We didn’t propose this at the current negotiations.
  3. John usually has 17 bargaining units to represent – doesn’t any more so more time for our bargaining unit.

Meeting adjourned at 1:05 p.m.

<http://afscme517.org/>

President: Lynne Freezy

Vice President: Nate Arthur

Treasurer: Barb Christianson

Secretary: Kristie Campeau-Perlock

Chief Stewards: Jody Johnson

AFSCME Business Representative: John Ewaldt