

AFSCME LOCAL 517
GENERAL MEMBERSHIP MEETING MINUTES
1/13/2016

January General Membership Meeting Minutes

AFSCME LOCAL 517
GENERAL MEMBERSHIP MEETING MINUTES
January 13, 2016

In attendance: Christine Main, Kristie Campeau-Perlock, Barb Christianson, Ryan Olson, Adam Snegosky, Robbin Ann Rosen, Annie Walton, Steve Despiegelaere, John Ewaldt, and Jody Johnson.

1. Meeting called to order at 12:01 pm.
2. VP, Nate, is out ill. President, Lynne, is out on medical leave. Christy Main is running the meeting.
3. Treasurer's Report:
 - The October, November, and December 2015 Monthly Financial Reports and the 2016 Budget were passed out.
 - The proposed budget was approved at the E-Board meeting.
 - Membership needs to approve.
 - There's a \$132 difference of what was projected vs. what was spent.
 - We already amended constitution so won't happen again.
 - M/S/C by Ryan and Steve to approve the financial reports.
 - 2016 budget was approved by membership.
4. Secretary's Report:
 - M/S/C by Robbin and Jody to approve minutes as posted.
 - Barb requested the minor error (\$ or % sign) be corrected on the minutes from 11/12/15.
5. Chief Stewards' Reports:
 - Copy of letter regarding the class action was received – being dismissed.
 - Felt probably happened but no way to prove so it's hear say.
 - How can we improve?
 - Change language in the contract. Firm up. Some staff have to jump hoops while others get supervisor writing a letter to move them.
 - It has improved.
 - John said to catch violations as they occur. Our intent is not to remove someone from a job. Don't count on the employer knowing the contract language.

- County would not agree to discuss contract language in leadership/management meeting.
 - We just asked them to train their managers.
 - John said we don't want to discuss grievances with them. We asked them to tell us how they handle promotions, reclassifications, and new positions. Posted vs. reclass. County had a diagram with inconsistent information. John plans to talk to county during bargaining.
- Jody said there's a possible new steward.
 - John is willing to train anyone; even current stewards as a refresher. It's a 2-2 ½ hr. curriculum. He can train on a Saturday. Used to be a 2 day training.

6. President's Report:

- Save the date: April 4, 2016 is Day on the Hill.
 - Those interested in going should notify Christy Main.
 - Jody, Ryan, and Christy want to go.
 - Some money goes towards pay, mileage, etc.
 - Staff can donate PTO to help others attend Day on the Hill.
- Starting January 20, our president, Lynne, is on a 6 week medical leave for neck surgery.
 - VP Nate or former President, Christy, will run the meetings while Lynne is out.
- Anyone interested in helping with the election committee should notify Christy Main.
- Negotiations Committee:
 - Will meet to talk on priorities. Survey and discuss priorities with membership.
 - Starts in September/October.
 - Ryan, Barb, Jody, Adam (stay on), and Christy are interested in being on the committee.
 - Have had 6-8 staff on the committee in the past. If we have a bigger committee this time, we can split the tasks.
 - You can be on the committee if you are a steward.
- Scholarships for Students through AFL-CIO:
 - Scholarships are for union members and their dependents.
 - Info. is listed on the www.mnaflcio.org website. Christy is sending to those who requested.
- Our afscmelocal517.org website has changed because our domain name expired. Our new website name is: <http://afscme517.org/>
 - The domain name was in Kathy Cunnien's name.
- President's Meeting Friday January 19th
 - Lynne not attending. Nate and Christy will attend.
 - M/S/C by Ryan and Jody/Barb to cover pay for Nate and Christy to attend.

- Trustee's meeting soon to check that spending appropriately.

7. Business Rep Report:

- External Report:
 - Wash. Co. HRA ratified their agreement – 2 years. Left county health care with Health Partners – better than HSA plans offered.
 - The City of Stillwater Library ratified on Monday.
- Internal Report:
 - Friedrichs Supreme Court Case:
 - If we lose case, our members don't have to pay union dues but they will still receive the benefits of the union.
 - Believe we'll lose 60% of our membership.
 - This court case affects ALL unions, associations, and groups; any representation of public employees.
 - We have new membership cards. Asking members to sign cards to reaffirm their membership in the union for 12 months.
 - Other groups use these cards; we're behind the times.
 - If an employee leaves Wash. Co. to work in another MN County like Ramsey Co., they will still be a fee payer in Ramsey Co. because they committed to AFSCME for 12 months. This is not a card for Local 517.
 - John submitted plan:
 - Schedule lunch meeting at each County site with food supplied by the union treasurer as a chance to reach out for new membership card signatures.
 - Ask those "who care" to take more cards and get current members to sign.
 - Do not mail these cards; get them to John.
 - Don't leave the cards with people to think about signing; either sign now or they should come to you to sign a card.
 - The County knows which employees are fee payers. They will know at negotiation time how strong our membership is based on our number of fee payers.

8. Old Business:

- Adam asked if anything has been done yet to create a database to track grievances. He has offered to help set up the database.
 - John said AFSCME has a database. He can query local 517 grievances; 5-10 years worth.
 - Having a database will help so others, besides John and stewards, can view the information.
 - Christy said she would email Lynne to set up a meeting to get information.
- Lynne emailed about Nate wanting a replacement for the New Employee Orientation.

- Robbin offered to help but asked that others be available to back-up.

She said:

- It's hard to get ahold of new employees outside of the new employee orientation.
- New employees feel left out if we don't talk to them at the orientation.
- New employees may pass judgement on the union - - no time for them.

- Lynne has a presentation to use; you don't just read off of a PowerPoint slideshow.

9. New Business: None.

10. Good & Welfare: None.

Motion to adjourn at 12:59 pm M/S/C