

AFSCME LOCAL 517
GENERAL MEMBERSHIP MEETING MINUTES
10/12/2016

In attendance: Christy Harriman, Adam Earney, Ryan Olson, Rachel Carpenter, Jane Ball, Kristi Gullett, Barb Christianson, Kristie Campeau-Perlock, Annie Walton, Jody Johnson, Robbin Rosén, John Ewaldt.

Meeting called to order at 12:03 p.m.

Christy Harriman is running today's meeting.

1. Treasurer's Report:

- Barb handed out the September Monthly Financial Report.
 - M/S/C to approve the report by Ryan and Jane.

2. Secretary's Report:

- The September meeting minutes have been posted online.
 - M/S/C to approve the minutes by Annie and Ryan.

3. Chief Stewards' Reports:

- Jody reported on staff with a step 3 grievance who resigned.
- John E. updated us on the status of some grievances.

4. President's Report:

- Negotiations update:
 - The negotiations team met with the county three times. Made an initial offer. County countered. We gave them a counter offer.
 - County asked for 2 year contract instead of 3 year. We agreed.
 - We asked for 4% COLA and 4% step increases. County countered with 2% and 4%. We countered with 3%.
 - We asked for no insurance reopener - year 1 county covers insurance increase of 90% for single plan, 85% for single +1 plan, 80% for family plan - year 2 county covers insurance similar % – 80%/20%. County countered.
 - We currently get \$20,000 for life insurance. Supervisors get their annual salary plus \$10,000, management gets twice their annual salary, and commissioners get even more. We asked for annual salary plus \$10,000. County is going to do some research.
 - We asked for a post-retirement health savings account with lump sum, PTO over 457-500 max move into plan or employees put 1-2% into plan. We'd all have to enroll in this plan though. County is willing to discuss – MOA.
 - Discussion on merit pay – only for those maxed out.

- We asked for 6 weeks of paid maternity/paternity leave. County said no.
- We asked for Sat./Sun. shift differential.
 - 2017: 60¢ more per hour on Sat./65¢ more per hour on Sun.
 - 2018: 65¢ more per hour on Sat./70¢ more per hour on Sun.
 - Same as Ramsey County.
 - County said no.
- We asked for hazard pay for the custodians in the LEC. County wants a discussion on this.
- Discussion on county wanting language of “may be posted” vs. us wanting “will be posted” regarding job postings for all staff.
- County wants to clean up the language in the contract.
 - None of the changes would alter the meaning of the contract.
 - County elaborated and said they wanted to add that all staff suspended would lose seniority back to day suspended NOT that staff would lose all of their seniority as we posted in previous minutes.
- The 2017 Christmas holidays fall on a Sat. and Sun.:
 - The county is concerned that residents will be upset if we’re closed on Friday and Monday. There’s talk of a floating holiday or making staff choose between having one day off or the other.
 - Have to consider the staff who get holiday pay.
- We did not drop much in our counter at this last negotiations meeting.
- Congress changed the Fair Labor Standards Act. If an employee make less than \$913/week then they are NOT in the non-exempt bargaining unit.
 - This means some social workers/librarians/PT staff would be in a different bargaining unit than FT staff in the same job.
 - Need to clean up contract language so PT and FT staff in the same job are in the same bargaining units.
- Negotiations committee meets again. County give us their counter offer.
- Think the county wants to get the insurance part of the contract done at the next meeting but John isn’t comfortable closing on the insurance part (a big part) when we usually go back and forth regarding wages vs. insurance.

5. Business Rep Report:

- We’ll be continuing to talk to staff on signing commitment cards. Our goal is 80% membership.
 - If we get a flood of membership cards, it sends a message to the county that staff might not be happy with the contract.
 - We’re allowed by law to talk about our union at work just like staff can talk about sports and their personal lives.

– We realize that most staff don't like politics but it's politics that helps us get the money for our wages, that helped get a 3.49% levy increase which contains 18 FTEs for our county, that helped staff at other counties get paid parental leave, etc.

6. Old Business:

- None.

7. New Business:

- Discussion on hearing that the county new employee orientation may be going electronic so new staff could watch the NEO at their computer. If this happens we will need to start having conversations with all our new employees about the union since new employees will not have the ability to ask us questions at the NEO.

8. Good & Welfare:

- None.

Motion to adjourn at 12:55 p.m. M/S/C

<http://afscme517.org/>

President: Lynne Freezy

Vice President: Nate Arthur

Treasurer: Barb Christianson

Secretary: Kristie Campeau-Perlock

Chief Steward: Jody Johnson

AFSCME Business Representative: John Ewaldt