

AFSCME LOCAL 517

GENERAL MEMBERSHIP MEETING MINUTES

11/8/2017

In attendance: Barb Christianson, Jody Johnson, Robbin Ann Rosén, Carol Hanson, Nate Arthur, Annie Walton, John Lukach, Kristie Campeau-Perlock, Lynne Freezy.

Meeting called to order at 12:07 p.m.

1. Treasurer's Report:

- Barb handed out the October Monthly Financial Report.
 - M/S/C to approve the report as submitted by Robbin, Annie, and Jody.
- Budget of holiday party is \$1,000.
- Next month we'll have holiday party, steward training, and the rest of the convention expenses on the Financial Report.
- Reminder/explanation of Steward Training:
 - Discuss parts of contracts, how to negotiate, go through scenarios (in-action training), etc.
- Day on the Hill:
 - Expense for 2018.
 - Will be in March.
 - This is when AFSCME goes to the capital and talks to legislators.
 - We won't be able to talk about Day on the Hill at the January General Membership Meeting since we have the PERA info. session. We need to figure the budget for Day on the Hill.
- January General Membership Meeting will be 15 minutes then a PERA info. session for 45 minutes.
 - The AFSCME retirees will be providing pizza and drinks for the lunch presentation.
 - Those soon to retire or thinking pension, should attend.
 - Kristie will set up an online sign up.
 - The presentation will contain info. on PERA, the legislative piece, etc.
 - In other states, people have lost their pensions when the county underfunded them.

2. Secretary's Report:

- The October meeting minutes have been posted online.
 - M/S/C to approve the minutes by Robbin and Jody.

3. President's Report:

- AFSCME Local 517 Holiday Party:
 - Thurs., December 7 from 4:30-7:00pm at Acapulco Restaurant in Stillwater.
 - Switching to Acapulco is almost the same cost as Bayport Legion. We don't have a room cost at Acapulco's like we did at the Legion.
 - Going with the cheapest food choice – taco bar.
 - Limited attendance – online sign up.
- AFLCIO Holiday Party (Potluck):
 - Wed., December 6 from 6:30-8:00pm at Community Thread in Stillwater.
 - Please bring a dish to pass. Beverages will be provided.
 - General Meeting is 6:00-6:30pm.

- We'll post the flyer on our website.
- Anyone from our local AFSCME 517 can attend.
- Talked on how open enrollment was going:
 - Emphasizing that if choosing the HSA plan, make sure to contribute the difference of what would have paid monthly on the \$35 co-pay plan.
 - The county contribution to our insurance is still tentative at the time of open enrollment; that's been the standard.
 - Complaints about how the amount the county contributes to us really makes a difference if switching to the HSA plan.
 - HSA Plan is not good for some employees:
 - Those with high prescription costs.
 - Those with pre-existing conditions.
 - Sometimes the OOP (Out of Pocket) limit is too high for some employees.
 - The HSA Plan is consumer-driven so you need to pay more attention. You should check the best options/costs for the type of care you need in order to decide where you should go.
- On-site clinic:
 - Think it will take 2% off our premium in the future.
 - \$25,000 to develop on-site; remodel existing space.
- Lake Elmo Library discussion:
 - We need to vote on MOU.
 - Bringing Lake Elmo Library back into the county system.
 - One FT position (staying), one PT position (going to .6 or .7), one PT position (going to .5). Not posting the positions since they are on different system than county; current employees know the system. Will be switching them over to the county library system within six months-one year.
 - M/S/C to approve the MOU by Jody and Robbin.
- Talk on how LSAs told they don't get holiday pay, time and a half when working on the weekend, or mileage to mandatory meetings.
 - Have new auditor looking at mileage policies, etc.
- CDA (fka HRA) is on insurance:
 - Might not get update until February.
- We're trying to build solidarity with our City of Forest Lake group:
 - They might request some funding from us for food for 20 or less people for a meeting.
 - We need to think about putting some money in our budget for affiliates.
 - Affiliates within AFSCME 517 besides Washington County:
 - a. City of Stillwater
 - b. City of Oak Park Heights
 - c. City of Forest Lake
 - d. Stillwater Library
 - e. Washington County CDA

Business Rep. Report:

- John was not here.

4. Old Business:

- Discussion about challenges stewards have when representing employees (disciplinary actions, etc.):
 - HR usually makes meetings on Friday afternoons.
 - Thought is that they like Friday afternoons so that if the employee is suspended, they can walk them out after the meeting.

- Traffic is usually challenging on Friday afternoons; plan a ½ hr. trip taking 1½ hrs. pending which roads you travel.
- The employee has to ask for union representation for the meeting.
- Steward can request to reschedule the meeting if none of the stewards can attend.

5. New Business:

- Quick discussion on the letter new employees get from AFSCME and the fair share rate they pay.
- Nate talked about how he worked the ballot box at the Oakdale Library during our Health Insurance TA (Tentative Agreement) voting:
 - No one voted at that site.
 - Cottage Grove office only had 4 members who voted.
 - Overall we had low turnout for voting.
- Call for E-Board Nominations in February.

6. Good & Welfare:

- None.

Motion to adjourn at 12:54 p.m. M/S/C.

<http://afscme517.org/>

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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