

AFSCME LOCAL 517
GENERAL MEMBERSHIP MEETING MINUTES
11/9/2016

In attendance: Adam Snegosky, Jaime Hendrickson, Ebby Williams, Leena?, Sandy Zarembinski, Rachel Carpenter, Barb Christianson, Christy Harriman, Lynne Freezy, Nate Arthur, Annie Walton, Robbin Rosén, Karen Harjes, Sue Amundson, Kristie Campeau-Perlock, John Ewaldt, Travis Ottum.

Meeting called to order at 12:05 p.m.

1. Treasurer's Report:

- Barb handed out the October Monthly Financial Report.
 - M/S/C to approve the report by Christy and Nate.

2. Secretary's Report:

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

3. Chief Stewards' Reports:

- Jody not here. No word from Steve.

4. President's Report:

- Fee payers dues:
 - AFSCME International looked at pay increases for members across the U.S. Wages are up by an average of 1.971% as of July 31, 2016. This is resulting in a 65¢ dues increase for full-time members.
 - International is increasing the amount they collect from us; we are not the ones increasing the dues.
 - Local sees a small amount of fee increase.
- Training reminder:
 - Financial Responsibility Training.
 - Wed., November 6 • 9:00 a.m.-4:00 p.m.
 - Council 5 office.
 - \$20 covers registration, lunch, and materials.
 - This training fills up fast but there are still some spots open.
 - Good for any budding trustees/accountants.
 - Helps you understand our bureaucracy.
- AFLCIO – Labor of Love – Sponsor a Family:
 - Asking for donation. Accepted through 11/30/16.
 - They serve special meals for families during the holidays.
 - We're not donating since we don't have a lot of money.

5. Business Rep Report:

- Staff:
 - Grievance – think tentative settlement.
 - AFSCME 517 is not just Washington County.
 - City of Stillwater:
 - Grievance:
 - a. Termination without cause
 - b. Arbitration was November – moved to January due to a death in the family of the arbitrator.
- Meeting with HRA:
 - Health insurance up over 6%.
 - Back to table and bargain.
- Custodians:
 - Issues/turnover - was 33% last year.
 - They taking survey since county thinks issues are only from three employees.
 - Help improve their area.
 - Meeting helped get some equipment fixed and get some more training.
 - John spent lots of time with the custodian group.
 - County could have handled the 60¢ shift differential increase we asked for with their surplus money. We had to give this up to keep other points we asked for regarding health insurance, etc. for the entire group.
- Negotiations:
 - As the union representative, John is happy the negotiations committee members spoke up – it means more. Negotiations committee needs lots of credit.
 - Holiday pay:
 - Kept it simple.
 - In exchange for the Christmas Eve holiday in 2017, all members shall receive an additional 8 hours of PTO/Vacation , given to employees on the first pay period in January 2017.
 - County came to negotiations meeting with survey – they heard employees upset about insurance.
 - We're about the same as other counties comparably sized.
 - If an employee is part-time, Lynne has medical insurance breakdown.
 - County didn't want us to be able to arbitrate any grievances/reprimands: verbal or written/class actions:
 - Basis for us is we can't be disciplined on personality.
 - We don't have to be a buddy to the county.
 - We strongly defend this.
 - If we would have agreed to this, it would have permanently hurt our group's ability to defend our members.
- Contract voting next Thursday:

- No absentee voting; have to be there to vote.
 - Locations in Cottage Grove, Forest Lake, North Shop, Government Center, Woodbury, Oakdale Library, (Stafford Library?).
 - Kristie will reserve rooms for voting.
 - All ballots will need to be counted by hand; takes about a ½ hour.
 - John asking for final TA (tentative agreement) on contract from county for voting day.
 - Have to be a member to vote – not a fee payer.
 - We have commitment cards for fee payers to sign on voting day so they can vote that day.
6. Old Business:
- Approve TA – Fair Labor Standards Act.
 - Dept. of Labor set threshold – those we make less than \$913/week even though salaried can get overtime pay or comp. time.
 - Example of how this will help is for fast food supervisors who make less than \$20,000/year but work 80 hours/week.
 - Language requested so as to not confuse employees on what unit they are in based on pay – this only affects about 11 employees. M/S/C by Christy and Adam.
7. New Business:
- Labor Management Committee Meeting is scheduled for November 21.
 - Just our group.
 - Might cancel.
 - Holiday Party:
 - First week of December. Decide on a date. Thinking 12/8.
 - Need volunteers to get some gift cards – Barb. 30 - \$10 gift cards last year – budgeted.
 - Location is Bayport Legion.
 - Get the notice out soon.
 - Lynne to secure Bayport Legion and food.
8. Good & Welfare:
- None.

Motion to adjourn at 1:00 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