

AFSCME LOCAL 517
GENERAL MEMBERSHIP MEETING MINUTES
5/10/2017

In attendance: Adam Snegosky, Pat Meacham, Rachel Carpenter, John -, Nate Arthur, Jane Ball, Angela Plumbo, Barb Christianson. Lynne Freezy, Kristie Campeau-Perlock, Carol Hanson.

Meeting called to order at 12:02 p.m.

1. Treasurer's Report:

- Barb handed out the April Monthly Financial Report.
 - M/S/C to approve the report as submitted by Nate and Kristie.

2. Secretary's Report:

- The April meeting minutes have been posted online.
 - M/S/C to approve the minutes by Nate and Jane.
- Kristie will be posting the updated Steward list in the Government Center cafeteria and the 2nd floor Community Services union board as well as emailing it to the E-Board.

3. Chief Stewards' Report:

- Carol: Updated recruitment packets have been ordered.

4. President's Report:

- Welcome packets:
 - Lynne emailed Melinda.
- Carol Hanson is working with a Sheriff's office sister who is dealing with a fragrance or chemical sensitivity issue.
 - Chemical sensitivity is a real issue.
 - The county is trying to work with the LEC employees involved.
- Talked on issues a couple of other members are having:
 - An employee went from PT to FT, which is a qualifying event to add STD to her insurance, except it was never filed.
 - The employee ended up getting turned down by insurance, made to reapply, then told she was turned down again for a pre-existing condition.
 - Having a meeting this afternoon.
 - Another employee found out her baby wasn't covered on insurance while she was out on maternity. Talk about WSH dropping the ball.
 - Another employee filed FMLA to take care of her son after he was injured in an accident but was sent the wrong paperwork to fill out (for employee not dependent). She was denied then had to fill out

new paperwork. Now she's getting in trouble for using PTO when she should be on FMLA.

5. Business Rep. Report:

- John received an invitation from the new Sheriff, Dan Starry, for AFSCME staff to attend the Law Enforcement Memorial Day ceremony at noon.
- Talk on the Stillwater PD employee termination with a settlement.
 - Paperwork is being signed.
 - Took 2½ years to resolve this grievance.
 - Kept employee on paid leave for almost ½ a year.
- Bargaining with City of Stillwater:
 - Comp. study – 7 employees red circled – above max.
 - Budgeted 12% increase – 16½% increase.
 - Didn't pass until Feb. 7.
 - Cities are taking a beating.
 - Want singles to pay something:
 - If accept plan changes, no increase for singles.
 - 10% of premium vs. plan changes. Singles could pay around \$84 when traditionally paid \$0.
- City of Stillwater Library up:
 - Each position down 1 step.
 - Contract is up this fall.
- WC HRA (now CDA):
 - Is one of our bargaining units.
 - Everyone's pay is going up except for 3 positions; most double digits.
 - Effective 1/1/17.
 - Goes from 6 steps to then longevity to 11 steps.
- Oak Park Heights:
 - No news/updates.
- A lot going on in the outer bargaining units.
- MAC: (651-287-0522)
 - 6 new reps. at the call center; Christy Harriman from is one of them.
 - Last Tuesday went live.
 - Growing pains.
 - Lots of old grievances out there that were turned into the MAC; time to clean up.
 - Don't call John's desk phone; he's not answering phone or texts. Calls go through MAC.
 - Executive Director is retiring so there's a nationwide search.
 - MAC's purpose is to free up rep's time.
 - If an employee needs to file a grievance they should still talk to a chief steward.

6. Old Business:

- Bank account (Barb):
 - Eagle Valley Bank:

- Confirm EIN#.
 - No articles.
 - Ideal Credit Union:
 - Free checking account.
 - Free 2 boxes of checks.
 - See if rules change at different offices.
 - Barb wants to visit the office.
 - Sounds good.
 - All same rules usually at a credit union.
 - No charge for copies of checks like we need.
 - Will need to time it right with money deposited from council.
 - If have info. then E-Board can make decision at May E-Board meeting. Lynne gone for May E-Board meeting – we can still vote. Only trustees don't vote.
 - Adam S./Lynne F. have meeting on those few employees who didn't get pay increase in 2017.
7. New Business:
- John talked on merit pay:
 - Contract signed – memorandum – merit pay – no one contacted – switch to merit pay once maxed out.
 - Ramsey Co.:
 - Does bump 10/15...years
 - Pure merit
 - No steps
 - Dakota Co.:
 - If get “exceeds...”, get 3% increase on review date.
 - If get “meets...”, get 2% increase.
 - Max. amount doesn't exist this way.
 - 60/40 (Scott Co. roughly the same).
 - Adam talked on keeping pay structures as is but then once maxed, use merit pay to increase.
 - Admin. brought up merit pay – wants memorandum.
8. Good & Welfare:
- None.

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

(Angie and Lynne were officially sworn in.)

<http://afscme517.org/>

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