

**AFSCME LOCAL 517**  
**GENERAL MEMBERSHIP MEETING MINUTES**  
**6/8/2016**

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**June General Membership Meeting Minutes**

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In attendance: Robbin Rosen, Barb Christianson, Nate Arthur, Lorna Stevens, Adam Snegosky, Jody Johnson, Kristie Campeau-Perlock, Lynne Freezy.

Meeting called to order at 12:06 p.m.

1. Treasurer's Report:

- Barb handed out copies of May's Financial Report.
  - Discussion on the fluctuation of dues.
  - M/S/C to approve minutes by Jody and Nate.

2. Secretary's Report:

- The May meeting minutes are posted online.
  - M/S/C to approve the minutes by Barb and Jody.

3. Chief Stewards' Reports:

- Jody talked about two grievances – one at step 3 and one at step 1 moving to step 2. Lynne said no info. on the grievance that ended in termination (City of Stillwater).

4. President's Report:

- Lynne was asked if she was going to the Labor Management meeting. No. Discussion on how it appears the county is cracking down on unplanned leave.
  - Discussion on Sick Leave/PTO: if sick 3 days in a row, staff have to come back with a doctor's note (FMLA). Health Partners now facilitates our FMLA.
  - Comment that it would be nice to know the amount of leave the county views as an abuse of unplanned PTO.
  - All departments handle unplanned PTO differently regarding the amount of notice staff need to give their supervisor; 24 hrs., same day, call in the morning, any notice.
    - How does the union deal with these procedural differences within departments? Discussion on how Labor Management Group tries to get all departments on the same page. Labor Mgmt. Group's purpose is to make issues known but they can't make changes happen. They hope everyone will work well together.
    - If issue is regarding language/info. in the Work Rules/Policy, go to Labor Management Group to address.
    - If issue is regarding language/info. in our contract, that would be a grievance the union handles.

- Insurance Labor Management: LTD (Long-Term Disability).
  - Discussion on whether to keep as is (employee using LTD pays taxes when uses) or switch to all employees paying taxes on LTD disability now.
    - This would help employees going through hardship when on LTD and having to come up with money to pay the taxes.
    - Less than 10 staff used LTD.
    - Comments that LTD wouldn't be a county-provided benefit anymore if we all pay taxes on it regardless of whether we use it.
    - Amount we'd all pay if make this change is very miniscule; not sure of amount per pay period at this time.
    - Think Insurance Labor Management votes on issue then the members vote.
    - STD (Short-Term Disability) brought up and question on whether we pay taxes for it. Not sure – get more info.
- AFSCME Family Picnic:
  - Sun., August 21 • 1:00-5:00 pm • Battle Creek Regional Park in Maplewood
    - Seeking volunteers to staff picnic, potluck food/dessert, and cash donations to buy meat to grill, to purchase discounted Water Park tickets, and rent the pavilion. (Water Park is located at this location.) Contact Duane at [kkirk77dg@comcast.net](mailto:kkirk77dg@comcast.net) or 651-472-2787.
- Grassroots Lobby Alert:
  - Safe staffing and transportation issues.
    - Funding for St. Peter and Anoka Regional Treatment Center for safe staffing.
    - Union member was attacked by a resident and has brain injury.
- Pushing for paid Family Leave in Minnesota.
- There's an opening for an AFSCME Field Rep.
- Duluth AFL-CIO Central Labor Body's Labor Day Picnic:
  - Mon., September 5 • Bay Front Park, Duluth, MN.
  - Food, beverages, and entertainment are provided free of charge but donations of funds and volunteers are needed. Thousands attend this event.
- Council 5 Achievement Awards Request for Nominations:
  - These awards recognize outstanding work by members in the areas of political activism, organizing, and local union development.
    - Rick Scott Political Activism Award: submit nomination to Political Director, John Grebner via mail, fax, or email ([jon.grebner@afscmemn.org](mailto:jon.grebner@afscmemn.org)).
    - Jerry Wurf Organizing Award: submit nomination to Organizing Director, Eric Lehto via mail, fax, or email ([eric.lehto@afscmemn.org](mailto:eric.lehto@afscmemn.org)).
    - Mike Buesing Local Union Development Award: submit nomination to Michelle Stein via mail, fax, or email ([michelle.stein@afscmemn.org](mailto:michelle.stein@afscmemn.org)).
    - Communication Award: submit nomination to Public Affairs & Public Policy Director, Jennifer Munt via mail, fax, or email ([jennifer.munt@afscmemn.org](mailto:jennifer.munt@afscmemn.org)).
  - Deadline for submission of nominations is Fri., August 5.
  - See the AFSCME website for more information: <http://afscmemn.org/council-5-achievement-awards>.
- 5 WFC contracted ESR employees approved last month. Will be starting as county employees starting on July 1.

5. Business Rep Report:

- John not present.

6. Old Business:

- Survey:
  - Sent out afternoon of June 8.
  - Leave open for 2 weeks; email a reminder.
  - Will go over results – may need to re-survey on deeper issues.
  - Negotiations start in September. Survey helps us know where to focus.
  - Lynne will put together a presentation of the survey answers.
- Council 5 approved the lost time equivalent of two full-time staff members' time, for two weeks, to help get commitment cards signed.
  - Can be used by Local 517 members to help in effort.

7. New Business:

- Library staff reported on issues that they're having regarding equal treatment and hostile workplace conditions.
- Request for a report of the quantity of grievances the union handles and how many were successful for the member filing the grievance.
  - Still need more stewards.

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 Stewards: Steve Despiegelaere and Jody Johnson

AFSCME Business Representative: John Ewaldt