

## AFSCME LOCAL 517

### GENERAL MEMBERSHIP MEETING MINUTES

8/9/2017

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In attendance: Annie Walton, Nate Arthur, Kristie Campeau-Perlock, Jody Johnson, Robbin Rosén, Barb Christianson, John Ewaldt, Angela Plumbo.

Meeting called to order at 12:00 p.m.

1. Treasurer's Report:

- Barb handed out the June and July Monthly Financial Report.
  - M/S/C to approve the report as submitted by Nate and Jody.
- Lynne wants conversion to credit union before the convention in Duluth in October because we might need a credit card.

2. Secretary's Report:

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

3. Chief Stewards' Report:

- Carol is out. Jody is present.
- No grievances.
  - One contact with questions on concerns on performance evaluation.
    - Told we don't sit in on employee evaluations.

4. President's Report:

- Reminder that the annual AFSCME Family Picnic is on August 20 from 1:00-5:00 p.m. at Battle Creek Regional Park in Maplewood.
- 13th Annual Convention is October 5-7 in Duluth.
  - Jody, Nate, and Lynne want to go.
  - Having a gubernatorial candidate forum at convention on Friday from 1:00-6:00 p.m.
  - John said we can technically send 1 member for every 15 members we have (we're allowed 39).
    - Number to attend depends on our budget.
      - a. Our budget goes to end of 2017.
    - Estimate \$4,000 cost for four delegates to attend.
      - a. In 2015, it cost \$4,756 for five members to attend convention but Christy M. was paid by the council.
    - Normally pay mileage, hotel, and lost time.
    - We budgeted \$1,800 this year for convention.
  - Discussion after John let us know that our constitution says we need to mail members 15 days prior to election of convention delegates.
    - Mailing usually costs around \$300.
    - Since very little interest from members to be a convention delegate, we've decided not to mail a notice.
  - Motion by Barb to pay all of the hotel cost for two (2) nights (Thurs. Oct 5th and Fri. Oct 6th) and lost pay for two (2) days and **no mileage or per diem** for four (4) people (two rooms, minimum). M/S/C by Barb and Nate.
- MN State Fair:
  - Council 5 is looking for recruiters for the fair.

- There is training.
- AFSCME is at the fair every year.
- Try to get folks to sign things like collective action.
- As a recruiter, you'll get ticket to get into the fair for free.
- Work a 3 hour shift.
- Theme this year is "Worker's Stories."

5. Business Rep. Report:

- Insurance Reopener:
  - 9% cap – 9% increase.
  - No real plan design options.
    - Only one is pull dental out as a separate policy.
      - a. We shot that down.
  - Sometimes offers with big decreases when they want to pull out providers (ex: Mayo Clinic).
    - Pulling dental out is not beneficial for Health Partners (HP).
  - Three options:
    - Option A – Unaligned: keeps preventative dental.
    - Option B - Aligned:
      - a. \$35 deductible plan has highest loss ratio.
      - b. Little more of the 9% increase moved to the \$35 plan.
        - i. Push for employees to choose HSA plan which has not much of an increase.

2018 MONTHLY MEDICAL PREMIUMS 8.87% RENEWAL 2017 COUNTY CONTRIBUTIONS			
<i>Unaligned, Keeps Preventative dental (8.87%)</i>		<i>OPTION B:</i>	
Employee Only			
	Dist II \$35 Copay \$900 Deductible	Open Access \$900-75%	Open Access \$2700-90% HSA
Premium	\$697.03	\$615.44	\$567.82
Co. Contribution	\$614.00	\$542.00	\$504.00
Employee Cost	\$83.03	\$73.44	\$63.82
% of County	88%	88%	89%
\$ Increase to EEs	\$57.55	\$50.82	\$44.01
% Increase to EEs	226%	225%	222%
Employee + Child(ren)			
	Dist II \$35 Copay \$900 Deductible	Open Access \$900-75%	Open Access \$2700-90% HSA
Premium	\$1,187.56	\$1,048.53	\$967.40
Co. Contribution	\$722.00	\$722.00	\$722.00
Employee Cost	\$465.56	\$326.53	\$245.40
% of County	61%	69%	75%
\$ Increase to EEs	\$98.06	\$86.58	\$74.97
% Increase to EEs	27%	36%	44%
Employee + Spouse			
	Dist II \$35 Copay \$900 Deductible	Open Access \$900-75%	Open Access \$2700-90% HSA
Premium	\$1,606.38	\$1,418.33	\$1,308.59
Co. Contribution	\$978.00	\$978.00	\$978.00
Employee Cost	\$628.38	\$440.33	\$330.59
% of County	61%	69%	75%
\$ Increase to EEs	\$132.64	\$117.11	\$101.42
% Increase to EEs	27%	36%	44%
Family			
	Dist II \$35 Copay \$900 Deductible	Open Access \$900-75%	Open Access \$2700-90% HSA
Premium	\$1,886.20	\$1,665.39	\$1,536.53
Co. Contribution	\$1,160.00	\$1,160.00	\$1,160.00
Employee Cost	\$726.20	\$505.39	\$376.53
% of County	61%	70%	75%
\$ Increase to EEs	\$155.74	\$137.51	\$119.08
% Increase to EEs	27%	37%	46%
Dental		2018	
Single		\$30.86	
Family		\$77.11	

- Option C - Unaligned:
      - a. Straight increase for all plans (\$35 co-pay, \$900/75%, HSA)
      - b. Removes preventative dental and shifts burden to voluntary dental plan.
  - Other counties total premium increases:
    - Ramsey County: 5% (bargained with HP)
    - Hennepin County: 10% (self-insured)
    - Dakota County: 4% (self-insured)
  - Remember in 2009-2012, county claimed hurting financially but they've had reserves since then.
  - Employer will be doing a survey on health insurance.
  - HP wants to open a clinic in the Government Center:
    - They'll lower our total premium % increase down 2% if we open the clinic.
    - County a bit worried that employees won't use the on-site clinic.
    - HP wants it so we don't move to another insurance provider next year.
    - Thinking staff not working in the Gov. Center won't use the on-site clinic although could if come to Stillwater.
  - Washington County should probably go self-insured.
    - Benefits:
      - a. Possible premium holiday, based on lower claims:
        - i. 2-4 months of no monthly premiums.
      - b. Employer saves money but there is some risk:
        - i. Will have to build reserves.
        - ii. 3rd party still handles medical bills.
        - iii. County saves on taxes and fees.
        - iv. Reserves of 25% of annual claim.
      - c. John thinks insurance would be cheaper for employees although county could charge more to build up their reserves.
- City of Stillwater:
  - Ratified contract.
  - Took a strike vote: 12 to strike; 6 not to strike.
  - Had another meeting and vote: tied on strike.
  - Most of their positions (23) red circled.
  - They formerly had 6 steps (longevity) but employer changed to 11 steps.
    - Have to work 11 years to get to the top pay range.
    - Took market rate and put at top.
  - 16.5% insurance increase; employee pays only \$15 more.
  - Members upset.
  - All other groups ratified/settled so employer is not working with this group.
    - No solidarity from other groups because they settled already.
    - No support from Stillwater residents.
- IT Staff:
  - Got increase – lump sum (were capped in last wage study/pay plan changes).
  - They still have above market rate wages.
  - County made up the transitional range.
- City of Stillwater Library:
  - Same as City of Stillwater.

- Courts:
  - Member was handing out flyers and was kicked out of the courts area.
- Council 5 Proposed Constitution Amendments:
  - Voting on amendments at the convention in Duluth.
  - Change 1:
    - Convention: Properly executed and signed credential forms, together with a Local Union Delegate Certification Form designating the chairperson of the Local's delegation should the local elect two or more delegates, must be postmarked ~~and~~ **or** returned to the Council office no later than ~~40~~ **15** days prior to the opening of the convention. Any delegate whose credential was postmarked after the ~~40th~~ **15th** day prior to the convention shall be deemed irregular and shall not be included in the initial report of the Credentials Committee.
  - Change 2:
    - Duties of Officers: The Executive Board shall be the governing body of the Council except when conventions of the Council are in session. All matters affecting the policies, aims and means of accomplishing the purposes of the Council not specifically provided for in this constitution or by action of the delegates at a regular or special convention shall be decided by the Executive Board. The Board shall meet ~~monthly~~ **at least six times each year on a schedule set by the Executive Board** or at the call of the President or a majority of the members of the Executive Board. A report on all actions taken by the Executive Board shall be made to the delegates at the following convention. A majority of the members of the Executive Board shall be required for a quorum. The Executive Board shall cause to be made at least annually an independent audit of the Council's finances, and shall report to each regular Council convention and to each affiliated local the results of such audit. Any affiliated local union shall, upon request, be provided with a copy of the audit.

6. Old Business:

- None.

7. New Business:

- Nate is getting active posting our meeting agendas on our Facebook page.
  - Idea to post convention photos on our Facebook page too.

8. Good & Welfare:

- None.

Motion to adjourn at 1:15 p.m. M/S/C.

<http://afscme517.org/>

Find us on our [Facebook page](#) or search "AFSCME Local 517"

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