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| **meeting Minutes** |
| General membership |
| Date: 01/16/2025 |   |
| Time: 4:30pm |   |
| Meeting called to order: Ryan Cates |   |
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**In attendance**

Ryan Cates, Rick Pitts, Steaed Doehring, Max Arroyo, Joe Bluhm, Eric Manriquez, Kyle Heinze, Matt Stenger, Cassy Rydell, Jamie Schwartz, Nick Weerts, Cory Moon, Miranda Goodman, Beau Drouillard, Scott Rstom, Will Moore

**Secretary Report**

**Motion to approve the minutes from last month, seconded, and carried.**

**treasurer report**

**Antonio Guerrero – Presented for November and December.**

**Cash Balance Beginning of Month: $123449.10**

**Income for the Month: $8996.37**

**Expenses for the Month**

* **Officer Allowances/Local Stewarding: $4949.55**
* **Reimbursed Expenses: $0**
* **Supplies: $0**
* **New Member Orientation: $0**
* **Labor management Meetings: $0**
* **Donations: $0**
* **Retirements: $0**

**Total Expenses: $4949.55**

**Amount in Checking Account End of Month: $127495.92**

**Amount in Savings Account End of Month: $269804.31**

**Combined Total: $397300.23**

**Motion to approve - subject to audit - seconded and carried.**

**correspondence**

**Comitee reports**

* **Banner – In the design phase.**
* **Holiday Party – Scheduled for 1/23 from 6pm-11pm.**

**Officer Reports:**

* **President - Ryan Cates**

January Report

This past month I have…

Attended and led Forensic meet and confer- Notes are attached to the meeting minutes.

Attended meet and confer for CBHH/CARE

Chaired the Executive Board meeting.

Chaired the General Membership meeting.

Filed multiple grievances and sat investigations.

Attended New Employee Orientation at Rochester CBHH and CARE St Peter

Talked with members in multiple work areas, answered their questions and listened to their concerns.

Presented and argued grievances.

Communicated information to E-Board members about issues facing the Local

Worked with new officers.

**If any member of Local 404 feels they are not being represented by our Union, please let me know. We cannot fix problems if we do not know there is a problem.**

**We ask that all members who are interviewed as non-subjects in an investigation, request Union representation. If management refuses, then members should refuse to answer questions. Participation in investigations is completely voluntary and they cannot coerce you to answer their questions. We need to do this to compel management to discontinue their practice of refusing to allow Union representatives into investigations.**

* **Vice President - Administrative - Eric Hesse**
* **Vice President - Steward Coordinator – Nick Weerts**

I’ve had an active start to 2025 (and a busy end of 2024). Due to the Holiday Season & my end of year vacation time, I was delayed in getting my report in, so I will include some of December’s items. I facilitated the December & January NEO classes, which included approximately 30 total new AFSCME members and the subsequent seniority Lot Draws. I attended MSOP Labor Management, FMHP Labor Management & our monthly e-board & membership meetings. I did not get down to Rochester for the CBHH Labor Management meeting in December but expect to in February, which I’m looking forward to.

I have sat 5 investigations for staff across MSOP & The Forensic Nursing Home, I also had a couple of new Stewards shadow me for some of the investigations as we work to get them trained and comfortable with their roles and responsibilities. We’re looking forward to offering a variety of other training opportunities in 2025, so watch for announcements. I, along with other E-board members, did a Forensic Nursing Home site visit, to visit with Staff as well as the site Supervisors. I also joined visits to the Physical Plant and was able to meet with Staff and Supervisors there as well. I continued my regular visits throughout MSOP and have plants for further site visits to various work areas around our campus in the coming months.

I filed two grievances on behalf of staff, the results of which are pending awaiting presentations and response. There were a number of impromptu meetings with Management & Staff regarding a variety of issues and concerns that arose in MSOP the last month. I continue to keep abreast of any further developments regarding any of those issues, regularly communicating with staff and administration.

While I’m awaiting my next shipment of hoodies, I have been contacting members who were hired in the last few years and opted to donate money to PEOPLE [Union Political Action group] about hoodies. Those hoodies are coming from PEOPLE and are not something purchased by Local 404 or Council 5. I’ve slowly began to deliver these to staff across campus, so if you see anyone with one or hear that people are getting them—that is where these are from. Members that might be interested in supporting PEOPLE can do so through Memberlink. You can also reach out if you have any questions and I can try to assist you.

**I continue to encourage Members to reach out with concerns/observations. Communication is key to all of our success! Please see www.union404.com for all meeting minutes. I would encourage all members to reach out for accurate answers & information when they are concerned about something.**

* **Chief Steward Lower Campus – Kyle Heinze**

This past month I have attended NEO, attended meet and confer, attended the local meeting, filed and presented two grievances, met with management to discuss members concerns. If any members have questions or concerns, please reach out to me and I will try to help.

* **Chief Steward CBHH/CARE/Communications – Eric Manriquez**

Hello fellow members.

This past month, I attended the MSOP Labor Management meeting, CBHH – Rochester NEO, and our General Membership meeting.

I unfortunately was not able to attend the FMHP Labor Management meeting due to C% E-Board meeting being on the same day.

I filed 4 grievances regarding OT and inversing against contractual language, met with management for Step 1 grievances, and I also sat 2 investigations.

I’ve had several members reach out to me regarding the paybacks due to overpayment, and we continue to wait for more clear answers, as well as meeting with members throughout the month for general questions or check-ins.

I sent out some communications with others to follow this month.

I will continue to reach out/check in with staff throughout the month as well as offer assistance when and where possible.

The annual Holiday Party is this month and hope to see members there having a great time.

**As always, please feel free to reach out to myself or any other officer with any questions or concerns that you may have. We are more than happy to help when/where we can.**

* **Chief Steward FMHP Overnights – Cory Moon**

Fielded questions from members, Attended a meeting and Conferred, and surveyed members in the FMHP main building regarding whether there was interest in pursuing potential unit bidding in the main building (not enough info or interest at this time for the union to pursue). Also, will be sending grievances out for a vote on whether to go to Arbitration.

* **Chief Steward Grove A – Cassy Rydell**

I attended the FMHP Labor Management meeting, our E-Board and the General Membership meetings. I did not have any investigations to sit or grievances to file on behalf of our members over this past month. Have reached out to the Scheduling Department regarding staff questions/concerns about various issues with ATLAS. I continue to talk to several staff regarding ongoing and new concerns brought forward and follow up by offering advice or assistance when possible. We have also scheduled a date for the North Campus site visit for the month of February and will continue to reach out/check in with staff throughout the month.

* **Chief Steward FMHP – Richard Pitts**

Hello,

I sat several investigations, I attended the union meeting and met with various members thru out MSH about union issues that they had and concerns.

* **Chief Steward – Joe Bluhm**

Over this past month I attended FMHP meet and confer, E-Board, and the general membership meeting. I talked with members about their concerns and brought concerns forward to ASCME leadership. I took notes on an investigation and advised members of their rights. Please reach out to me with any comments or concerns. Thanks!

Over this past month I attended FMHP meet and confer, E-Board, and the general membership meeting. I talked with members about their concerns and brought concerns forward to ASCME leadership. I took notes on an investigation and advised members of their rights. Please reach out to me with any comments or concerns. Thanks!

* **Chief Steward – OAS/Pharmacy Tech/LPN – Max Arroyo**
* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**

Month: January

Attendance:

Toured the Forensic Nursing Home, met with members, answered questions, and provided information

NEO training and met new members-This has always been an hour-long class which has been cut down to 30 minutes which ends up being actually only 20 minutes. It is difficult to cram so much important information to new members in 20 minutes. We need are working to get 1 hour back.

MSOP Labor Management Meeting

E-Board Meeting

General Membership Meeting-Great to see some new faces!

Holiday Party-Thank you to all you attended and made who helped make the Holiday Party a success!

SEPC Negotiations State Assembly

Helped new hires with def comp and fielded questions to make up for the shorter NEO class.

Stewards: Please continue to send me your grievances and responses to ALL steps. Thanks!

In solidarity,

Jamie Schwartz, E-Board

Shantz 2 East Lead

* **Executive Board – Logan Smith**
* **Council 5 Field Representative – Matt Stenger is filling in.**

**Old Business:**

Negotiations Delegate Assembly on 1/31/25.

Rally for Equitable State Budget was postponed until 2/18 at 3:30pm - 6:00pm.

Lobby Weeks on 2/3 – 2/7 and 3/10 – 3/14.

Day on the Hill on 4/1.

**Motions:**

* Order 500 triple breakaway lanyards, 2nd, and carried. (Rochester staff are required to have triple breakaway)
* $100 for office supplies, 2nd, and carried.
* Up to $300 to buy lunch for Rochester staff since they are so far away to attend the Holiday party, 2nd , and carried.

**New Business:**

Updated Sick Leave Policy. (Sick and Safe Time Law went into effect Jan. 1st). <https://mn.gov/mmb-stat/policies/1337-sickleave-effective-1-1-2025.pdf>

FMHP – Discussion about SIP for NOC staff (6:30-7am). Should have an answer this coming week.

Grove A – The AOD’s will be notified that inversing is by seniority. (10’s vs. 8’s)

FMHP – “Emergency Inversing” Staff should refuse the Emergency Inverse. It is not an emergency if they haven’t called out of building to fill the need.

**Good and Welfare:**

None

**Next meeting**

Our next general membership meeting will be on 2/20/25, 4:30pm, Jake’s Pizza in Saint Peter.

Meeting adjourned at: 5:10pm.