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| **meeting Minutes** | |
| General membership | |
| Date: 03/21/24 |  |
| Time: 4:30pm |  |
| Meeting called to order by: Matt Stenger |  |

**In attendance**

Steaed Doehring, Matt Stenger, Suzanne Kocurek, Antonino Guerrero, Jamie Schwartz,

Michael Jacobson, Marvin Sullivan, Kyle Heinze, Eric Manriquez, Rick Pitts, Nick Weerts,

Cory Moon, Cassie, AJ, Robert Clancy

**Secretary Report**

**Steaed Doehring Made a Motion to approve the minutes from last month.**

**2nd by – Eric Manriquez - Passed**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month – 96,528.97**

**Income for the Month – 32,090.90**

**Expenses for the Month**

* **Officer Allowances and Stewarding – 4,043.35**
* **Reimbursed Expenses – (Lobby & Rochester Mileage) 519.88**
* **Zoom – 144.96**
* **New Member Orientation – 0**
* **Labor management Meetings – 227.84**
* **Good & Welfare – 300.00**
* **Retirements – 700.00**

**Total Expenses – 5,936.03**

**Amount in Checking Account End of Month – 122,683.84**

**Amount in Savings Account End of Month – 261,794.97**

**Combined Total – 384,478.81**

**Motion to accept, subject to audit by – Rick Pitts**

**2nd by – Robert Clancy – Passed**

**A Motion was made to accept the Treasurer report for January, subject to audit, by Marvin Sullivan and 2nd by Eric Manriquez - Passed**

**correspondence**

**Officers Reports:**

**President - Ryan Cates**

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

**Attended MSOP 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**

**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 -Matt Stenger.**

**This month I’ve attended MSOP, FMHP meet and confers and went to CBHH Rochester to help answer questions members had. I’ve also been working with our administration about the wavier they were asking staff to sign. The wavier is meant to be if you wanted to come in and use gym or anything else on campus during your off hours. We are recommending not to sign the waiver and if you have, ask to have it removed. The wording on the wavier isn’t clear and could be interpreted to any injury on campus. The administration it looking to have it rewritten to make it clearer. This is only intended for times that you are not scheduled to be here but are using the gym, weights, or anything else on campus. Ryan, Suzanne (Council 5), Crystal (Council 5), Eric M and I met with HR Directors about the new way they are doing FMLA and how we feel is incorrect. We also met with employees from CARE Saint Peter about the memo Marshall Smith put out about closing two CARE facilities. We will be working with members from CARE so they can give testimony to the legislative committees on why they should remain open.**

* **Vice President - Steward Coordinator – Eric Hesse**

**This month I’ve filed a couple of grievances for folks, attended New Member Orientation where we got 18 out of 19 people to join our Union, and attended Labor Management where we successfully fought back against management taking our off-campus breaks between overtime shifts away and they will be remaining.**

**Some important dates coming up the next few months:**

**Day on the Hill – Tuesday, April 2nd – This is a day when people throughout the state in AFSCME Council 5 go to the Capitol and speak to their lawmakers about issues important to our Union.**

**State Employee Policy Committee Spring Conference – Friday, May 3rd – This is where fellow State employees meet and discuss what’s going on amongst State employees. This year, elections will be held for leadership roles within the State Employee Policy Committee and each individual departments’ policy committees (i.e DHS Policy Committee). We will also be discussing and voting on the bargaining structure for the upcoming bargaining of the 2025-2027 State contract.**

**If you are interested in attending either of these, please contact our Communications Chief Steward, Eric Manriquez.**

**As always, if you have any concerns or questions, please feel free to reach out.**

**In solidarity,**

**Eric Hesse**

**Vice President – Steward Coordinator**

**AFSCME Local 404**

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

**This past month I have attended NEO, attended meet and confer, attended the local meeting, met with members to discuss their concerns and answered questions. Went to lobby week and spoke with elected officials to get bills passed that will better our members. Followed up with nonmembers and encouraged them to join. Met with HR to talk about members concerns and had a meeting with members and management. 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**
* **Chief Steward FMHP Overnights – Cory Moon**

**Continued discussion with leadership regarding safety concerns in grove-A. Sat investigations, Fielded questions from members and filed several grievances. Attended meet and confer with leadership and labor.**

* **Chief Steward Grove A/Forensic Nursing Home – Rick Pitts**
* **Chief Steward FMHP – Marvin Sullivan**
* **Chief Steward MSOP – Nick Weerts**

**I was on vacation much of last month, so I’ll combine February & March events into this same report. I did attend MSOP Labor Management meetings, NEO class & our monthly e-board & general membership meetings.**

**I sat one investigation for staff. I did file a 3rd Step Grievance for a staff suspension discipline, which I presented this month. This grievance was won in favor of the staff.**

**I continue to visit MSOP residential units regularly, as well as some support staff areas as able. I’m always reachable by phone/email if I haven’t made it to your area when you’re working.**

**Communication continues to be key to our success & strength, so Members are encouraged to reach out with concerns/observations. 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.**

**Nick Weerts**

**MSOP Chief Steward**

**3.24.24**

* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**

**I attended several NEO classes to help give presentation on AFSCME and welcome new members. I have also attended MSOP Labor Management Meeting, E-board Meeting, the General Membership Meeting and continue to track all grievances. Please send me your grievances and ALL responses to grievances. Jamie Schwartz, E-Board**

* **Executive Board – Logan Smith**
* **Council 5 Field Representative – Suzanne Kocurek**

**Class action against DHS, SEPC Conference 5/3, Leadership conference 6/13-6/14, Pay equity pilot program page 212 in the contract.**

Old Business:

Discussions at FMHP Labor Management included - scheduling a meeting for North Campus staff, MOU for Afscme members working OT in a class eligible for the WKE bonus, SIP, Hospital OT sign-up, Building/Grounds meeting, Wellness activity waiver, Wknd spots being taken away, Radio availability PV/FV – Please see the FMHP Meeting Minutes.

Discussions at MSOP Labor Management included – Management bringing forward that they didn’t want staff working advanced OT to be able to take a 15-minute break between shifts. Afscme leadership discussed this petty rule with management at length, and they decided to drop this. Please see the MSOP Meeting Minutes.

New Business:

New Union Contracts Have Arrived – Look for them in your work area.

Vacant Chief Steward Position – There were 4 members that expressed interest in filling this spot. Robert Clancy, Sam Portner, A.J, and Cassy Rydell. The Executive Board appointed Cassy Rydell – welcome!

Afscme Day on the Hill is on 4/2

Look for a survey from Ryan Cates regarding FMHP split OT shifts.

Motions –

Steaed Doehring made a motion to purchase 2,000 pens for the membership (quality pens, customized for our local – they will show a large presence in our work areas, at about $1 each)

Marvin Sullivan made a friendly amendment – to purchase 3,000 pens due to start-up cost and that the per piece price might be reduced with a larger order.

2nd By – Nick Weerts - Passed

Voting for members that expressed interest in attending the AFLCIO conference in L.A. will take place during the next meeting. 4/18

Good and Welfare:

Brian Herberg Retired, Congratulations!!

**Next meeting**

Next Meeting will be held at Jake’s Pizza in Saint Peter 4/18/24 Time: 4:30pm

Adjourned at – 5:35pm