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| **meeting Minutes** |
| General membership |
| Date: 06/20/24 |   |
| Time: 4:30pm |   |
| Meeting called to order by: Ryan Cates |   |

**In attendance**

Steaed Doehring, Mike Hohenstein, Ryan Cates, Eric Manriquez, Antonino Guerrero, Suzanne Kocurek, Eric Hesse, Jamie Schwartz, Rick Pitts, Max Arroyo, Logan Smith, Nick Weerts, Cory Moon, Cassy Rydell, Cami Baume, Kyle Heinze, Logan Goettl

**Secretary Report**

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

**2nd by – Jamie, Passed**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month – $124,718.57**

**Income for the Month – $9,127.86**

**Expenses for the Month**

* **Officer Allowances/Lobby Week/DOTH – $6,720.72**
* **Reimbursed Expenses - Mileage – $734.32**
* **Office Supplies – $994.5**
* **New Member Orientation – $84.93**
* **Labor management Meetings – $469.25**
* **DOTH Registration – $240.00**
* **Retirements – $240.00**

**Total Expenses – $9,493.81**

**Amount in Checking Account End of Month – $124,352.62**

**Amount in Savings Account End of Month – $264,177.68**

**Combined Total – $388,530.30**

**Motion to accept, subject to audit by – Eric Manriquez**

**2nd by – Eric Hesse, Passed**

**correspondence**

* International Convention in August

**Comitee reports**

* **Banner Committee – Kyle Heinze and Cassie Rydell are working on the banner.**

**Officers Reports:**

* **President - Ryan Cates**

**This past month I have…**

 **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**

**Met with Human Resources about issues with the Security Counselor Lead promotion process.**

 **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 – Marvin Sullivan**
* **Chief Steward Lower Campus – Kyle Heinze.**

**This past month I have attended NEO, attended the local meeting, met with members to discuss their concerns and answered questions. 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.**

**This past month, I have attended the FMHP Labor Management meeting, and our E-Board & General Membership meetings, and will be attending CARE/CBHH Labor Management meeting. I did not have any grievances to file and sat 1 investigation.**

**I have been approached by several staff regarding calls/communications for paybacks due to overpayments. I will be following up with them with more information once we hear more.**

**I also spoke with several staff regarding shift in progress. I informed them that this is currently in the works and should be hearing more soon via the announcements.**

**This month I had the opportunity to attend the annual AFSCME Strong Leadership conference in Minneapolis and am hopeful to utilize the information from the conference to educate non-members about the importance of our union in hopes to gain more members.**

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

**If anyone has any questions, comments or concerns, please do not hesitate to reach out to me at any time.**

**Eric Manriquez**

* **Chief Steward FMHP Overnights – Cory Moon Noc’s chief steward-**

**Continued discussing plans to roll out monthly drills for north campus and grove-A, Filed grievances at several different steps, Met with members who had questions, Attended meet and confer with leadership.**

* **Chief Steward Grove A/Forensic Nursing Home – Cassy Rydell**

**After I started a new role of Chief Steward at the end of March, I have stayed very busy! And I apologize for not getting my reports in for April and May – I will combine them into this June report:**

**April:**

**Took part in Safety Workgroup Meetings; addressed contraband, unit searches, patterns of liberty yellows in Grove A.**

**Helped bring together an Interest Based Problem Solving Workgroup for Grove A Non-Secure with Leadership/Management and a small group of direct care staff to prioritize action items brought forward through the RCA, Injury Review, Process meetings and address an ongoing list of safety and security concerns.**

**Met with MMB EAP Representative to identify and discuss resources for staff following North Campus event.**

**Attended NC Safety Team Meeting; Discussed the need for drills and North Campus safety workgroup to establish safety drills to strengthen staff training and the process for responses from the main building.**

**Met with staff from the Quality Department to discuss some of the various reviews conducted because of the NC sentinel event, need for improvements of ICS debriefing for staff involved, and information of availability of forensic legal supports/contacts for staff.**

**Attended Meet and Confer, Eboard and the Local Membership meeting.**

**May:**

**Talked with members in work area, answered their questions and listened to their concerns.**

**Interest Based Problem Solving Workgroup for Grove A Non-Secure; working on establishing a follow up group to identify additional safety and security concerns from direct care staff point of view to bring forward to management and Grove A leadership.**

**Took part in the NOC ICS Discussions and what that rollout will look like for North Campus; put together various Grove A night staff specific ICS drills and resources for staff to reference as additional tools of education/training.**

**Met with County Attorney regarding critical incidents on campus.**

**Presented and argued multiple Step 1 grievances regarding overtime distribution.**

**Attended Meet and Confer, E-Board and the Local Membership meeting.**

**June (had vacation for first part of the month):**

**Talked with members in my work area, do my best to answer questions, listened to their concerns and be their voice with Grove management and leaders whenever possible.**

**Continue working on follow-up safety and security items from direct care staff to bring forward to Management and Grove A leadership from Interest Based Problem Solving Workgroup for Grove A Non-Secure workgroup.**

**Presented and argued multiple Step 2 grievances regarding overtime distribution.**

**Attended Meet and Confer and the Local Membership meeting.**

* **Chief Steward FMHP – Richard Pitts**
* **Chief Steward MSOP – Nick Weerts**

**I continue to visit MSOP work areas regularly and while I have been gone a lot due to vacation time, I’m always reachable by phone/email if questions come up so you don’t have to wait until we cross paths.**

**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.**

* **Chief Steward – Max Arroyo**
* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**
* **Executive Board – Logan Smith**
* **Council 5 Field Representative – Suzanne Kocurek**

**Steward training on July 8 from noon to 4pm at Jake’s Mankato**

**Will be striking arbitrators with MMB for DCT/DHS class Action Arbitration regarding personal emails.**

**Local 404 membership: 761 of 906 are members.**

**Doing survey for who has in person NEOs within DHS and who doesn’t and then will be filing class action grievance for our 30 minutes of in person time.**

**All DHS locals are voting on a hiring bonus for LPNs and then we’ll go to SEPC for approval. Bonus is an increase from the current contract language.**

**DHS policy committee work group will be doing work site visits in metro on 6/26 and 6/27 for 390, 404, 1307.**

Old Business:

AFSCME Strong conference – Hesse and Manriquez attended, it went well.

Payroll Audits – Reach out to Ryan Cates if you think yours is inaccurate.

CARE – No new information available.

South House – A meeting with HR and MSOP has been requested.

MOU for other classes – Management does not want to move forward on this.

New Business:

Submit contract proposals at next month’s meeting. July 18th, 4:30pm in Mankato

Max Arroyo is the new Chief Steward covering OASI/RPA/Pharmacy areas.

MOU Vote – To allow DCT to increase the hiring bonus for LPN’s – Passed

This is only a short-term fix to the issue, DCT needs to increase wages for LPNs.

Motion made – To reimburse up to $300 for the union office equipment – Made by Cory Moon 2nd By – Eric Manriquez - Passed

Good and Welfare:

We are deeply saddened by the unexpected passing of our member, Alex Klug. Our local extends heartfelt condolences to his family and friends during this difficult time.

We extend our sincerest condolences to our member who has lost a parent. Our thoughts are with you and your family during this challenging time.

Bill Hamann, Tim Buley, and Mary-Beth Grady are retiring! Congratulations!

**Next meeting**

Next Meeting will be held on 07/18/24 at Jake’s Pizza in Mankato Time: 4:30pm

Adjourned at – 5:30pm