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| **meeting Minutes** | |
| General membership | |
| Date: 07/18/24 |  |
| Time: 4:30pm |  |
| Meeting called to order by: Ryan Cates |  |

**In attendance**

M. Hohenstein, E. Manriquez, R. Cates, C. Rydell, C. Moon, K. Heinze, S. Doehring, N. Weerts, R. Pitts, A. Guerrero, M. Johnson, B. Donald

**Secretary Report**

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

**2nd by – E. Manriquez – Passed.**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month –124,352.62**

**Income for the Month – 8,317.33**

**Expenses for the Month**

* **Officer Allowances/Organizing/Stewarding – 7,154.57**
* **Reimbursed Expenses/Mileage – 127.30**
* **Local 404 Pens – 3,950.20**
* **New Member Orientation – 97.47**
* **Labor management Meetings – 279.64**
* **Good and Welfare – 566.08**
* **Retirements – 300.00**
* **International Convention – 1,904.15**
* **Education – 302.03**

**Total Expenses – 14,681.44**

**Amount in Checking Account End of Month – 117,988.51**

**Amount in Savings Account End of Month – 264,907.24**

**Combined Total – 382,895.75**

**Motion to accept, subject to audit by – E. Manriquez**

**2nd by – M. Hohenstein – Passed.**

**correspondence**

* State Convention September 26-28th

**Comitee reports**

* **Banner -Next Month**

**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.**

**Met with Human Resources about Pay inequity issues.**

**Met with management and Human Resources about overnight holiday payroll issues.**

**Continue to push Human Resources about range and step level overpayment/underpayment problems.**

**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 meet and confer, attended the local meeting, met with members to discuss contract proposals and their concerns, and also 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 attended the FMHP Labor Management meeting, CBHH NEO and our E-Board & General Membership meetings.**

**I did not have any investigations and filed 2 grievances for members at FMHP.**

**I spoke to several staff members regarding paybacks due to overpayments as well as other concerns brought forth and continue to follow up with members.**

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

**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 where we can.**

**Eric Manriquez, CARE/CBHH Chief Steward**

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

**Cory Moon “Noc’s Chief Steward”**

**-Fielded questions from members**

**-Reached out to Marshall Smith and the executive of MMB to express concerns with HR’s lack of communication and direct care staff when discussing possible changes to Noc’s time entry.**

**-Attended meet and confer & presented a step 3 grievance**

**-Completed Tabletop drill on North Campus as part of the pilot project to practice different scenarios and enhance radio communications.**

* **Chief Steward Grove A/Forensic Nursing Home – Cassy Rydell**
* **Chief Steward FMHP – Richard Pitts**
* **Chief Steward MSOP – Nick Weerts**

**This was a full month in a MSOP—even though I was on vacation for much of the month, I attended MSOP Labor Management and our monthly E-board meeting. I also facilitated our July NEO class for the 17 new hires, as well as the following seniority lot draw.**

**I also sat an investigation and filed 2 grievances related to overtime distribution. There were also meetings I attended related to the closing of South House.**

**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.**

**Nick Weerts**

**MSOP Chief Steward**

**7.21.24**

* **Chief Steward – Max Arroyo**
* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**

This month Nick Weerts and I have gone around to several units a couple of times to engage with members, inform them of what’s been going on, what’s coming up and answer any questions they have. 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**

**Field Rep report**

**• July 8 negotiations training in Mankato, 3 attendees**

**• July membership 767 members out of 912, 84.1%**

**• Meeting to discuss follow up to wage inequity request from fall 2023 with Terri Hable/Cindy Jungers/C5 Director Eric Halvorson/Ryan Cates and FR Suzanne Kocurek. Employer indicated they already said no to this late last fall at statewide DCT (before FR was covering L404 and DHS Liaison) and we indicated this request was in March and we are still expecting a response/rationale. Follow up meeting set for Tuesday, July 30th.**

**• Class Actions filed in several DHS locals regarding NOC timecard recording for holidays. Note that some state agencies are already recording holiday hours the way that the employer is trying to move to, including some DHS state agencies. Delays from local grievances may be based on employer coordinating with Teri Hable/MMB level.**

**• Class Action over employer refusing to send anything to personal emails related to grievances and other meeting notices, etc. Approved for arbitration and C5 and MMB will be striking arbitrators for this arbitration. C5 FR are Suzanne Kocurek & Eric Jacobson and Jessica Langhorst has been in the grievance process. Grievance is filed out of L701 even through it’s a class action because it has to be filed under one local. L701 and L1574 both brought this class action forward. This has been brought to DCT Statewide by MAPE/MNA/MMA & AFSCME and employer will not discuss at that meeting because of class action.**

**• DHS Policy Committee work group did AFSCME Strong work site visits on 6/26-27 at AMRTC/Anoka and DHS/Vadnais Heights. They are doing work site visits on 7/23-24 in the metro area for L390, L2181, L607.**

**• AFSCME has sent out negotiation assembly dates/times, information, proposal forms to Local Presidents. Note timelines are moved up for deadlines for proposals. Please submit proposals both to the master and to the supplemental if you want them to go to both, this isn’t done automatically unless you submit to both.**

**• Next DCT Statewide meeting is August 9, 2024.**

**Suzanne Kocurek (she/her)**

**AFSCME Council 5, Field Representative**

**AFSCME DHS Liaison / City-County Liaison**

**612-499-5786**

**Suzanne.Kocurek@afscmemn.org**

Old Business:

Contract Proposals are due September 12th.

Fill out the form online and email it to Cates, Hesse, and Sullivan. [Contract Proposal Form](file:///H:\Contract%20Proposal%20Form.docx)

They will be voted on at the September 19th meeting. [Inequity Proposal Form](file:///H:\Inequity%20Proposal%20Form.docx)

State Convention September 26th – 28th.

Members that want to attend contact Eric Manriquez by August 8th.

New Business:

State Negotiations – Call for Delegates.

Express interest to Eric Manriquez by 10/1

Voting will take place on 10/17 at the 4:30pm meeting at Jake’s Stadium Pizza in Mankato

Local 404 is entitled to the following number of delegates for each unit.

It is important that we fill all the allotted delegate seats.

Each delegate will carry 1 vote.

1 Delegate for Unit 2, Craft, Maintenance and Labor Unit

1 Delegate for Unit 3, Service Unit

13 Delegates for Unit 4, Health Care Non-Professional Unit

1 Delegate for Unit 6, Clerical and Office Unit

1 Delegate for Unit 7, Technical Unit

\* State Negotiations Delegate Duties and Responsibilities [Delegate Responsibilities.pdf](file:///\\mn-dhs1.co.dhs\Home\H55_DCT\PWSDD83\Delegate%20Responsibilities.pdf)

1. Attend Negotiations Assembly meetings; discussion about next steps and action items will be provided.

2. Deliberate and decide within the unit caucuses which proposals will move forward to the Master Team.

3. Elect the Master Team out of the bargaining unit caucuses.

4. Attend other assembly meetings as required by the Master Team, including those where the assembly authorizes acceptance or rejection of agreements.

5. Delegates are the communication link in the workplace. Distribute informational flyers in person to union members and workplace contacts and participate in all contract campaign activities.

6. Attend local union meetings to report on activities/conversations with co-workers regarding contract campaign activities.

NOC Holiday issues – Bad communication from HR/Payroll. Class Action Grievances were filed.

Look at your time entry and pay stub. Print the time entry and make needed changes and submit it to your supervisor for payroll. HR has agreed that staff need to be paid appropriately. Any issues – email Cates/Moon.

Motions –

A motion was made to pay for hotel/mileage/per diem for delegates to attend State Convention by E. Manriquez and 2nd by K. Heinze - Passed

A motion was made to pay for up to 150 dollars for office supplies by K. Heinze and 2nd by E. Manriquez - Passed

A pay Inequity meeting occurred. Cates and Suzanne attended; we are pushing to get the staff that are in the middle of the pay range some compensation. Another meeting is scheduled for 7/30.

Union Leadership is available at the Rochester CBHH from 1:30-2:30 pm on the 2nd Friday each month to meet with members.

Good and Welfare:

A motion was made to include direct siblings by C. Moon – discussion and recommendation by Cates to table the motion until next month – allowing time to review the good and welfare guidelines that were passed previously. Motion passed – To be reviewed next month.

Condolences to a member that lost a sibling this past month.

**Next meeting**

Next Meeting will be held on ZOOM Time: 10:30pm

Adjourned at – 5pm