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| **meeting Minutes** |
| General membership |
| Date: 9/19/24 |   |
| Time: 4:30pm |   |
| Meeting called to order by: Ryan Cates |   |

**In attendance**

Jamie Schwartz, Kyle Heinze, Nick Weerts, Mike Hohenstein, Cassy Rydell, Cory Moon, Eric Manriquez, Cami Baume Steaed Doehring, Ryan Cates, Marvin Sullivan, AJ Smetana, Logan Smith, Lisa Brandenburg, Julie Filand, Katarina Hanson, Michel Jacobson, Tiana Acevedo, Pricella Acevedo, Geordi Gustafson, Vinny Headd

**Secretary Report**

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

**2nd by – Nick Weerts: Passed**

**treasurer report**

**Antonio Guerrero presented the report for July (Included in last month’s minutes) and August.**

**Cash Balance Beginning of Month – $120,314.14**

**Income for the Month – $32,265.40**

**Expenses for the Month**

**Officer Allowances – $4,066.84**

**Reimbursed Mileage – $127.30**

**Education – $1,775.14**

**International Convention & Mileage – $8,572.66**

**Labor management Meetings – $46.88**

**Total Expenses – $14,588.82**

**Amount in Checking Account End of Month – $137,990.72**

**Amount in Savings Account End of Month – $266,555.85**

**Combined Total – $404,546.57**

**Motion to accept, subject to audit by – Steaed Doehring**

**2nd by -Kyle Heinze: Passed**

**correspondence**

* Lobby Weeks: February 3rd – 7th &March 10th – 14th.
* Delegate Assembly January 31st.

**Comitee reports**

* Banner: Kyle is checking prices and Cassy has designed several options to choose from.

**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.

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 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.

Attended the AFSCME International Convention in Los Angeles.

**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**

This month, I, alongside three others of our Executive Board, had the opportunity to attend the 46th AFSCME International Convention in Los Angeles, California. During our time there, we heard from our international President Lee Saunders and our International Secretary-Treasurer Elissa McBride. We also were greeted by Vice President Kamala Harris (via a video message), Governor Tim Walz, Los Angeles Mayor Karen Bass, AFL-CIO President Liz Shuler, and Adam Conover, a member of the Writers Guild of America’s Board of Directors. We also attended a contract campaign rally for AFSCME Local 3299, representing the employees of the University of California. We deliberated and debated many constitutional amendments and resolutions during our time there. If you would like to see what those amendments were and what the resolutions were, please let me know and I’d be happy to set up a time for you to review them.

As always, please feel free to reach out to any officer with any concerns or issues that you may have. If we don’t hear from you, we do not know what the issues we need to address are. The more involvement we have within our Union, the stronger our Union is. We have power in numbers and the more people we have helping to hold management accountable and help fight the good fight, the stronger we are as a Local and as a Union as a whole.

In solidarity,

Eric Hesse

Vice President – Administrative

AFSCME Local 404

* **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, filed and presented 2 step 1 grievances, filed and presentenced 2 step 2 grievances and answered members questions.  Met with management to discuss members concerns. Was given a tour of the Forensic Nursing home with 2 other officers and met with members there.  Submitted multiple contract proposals.  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**

Cory Moon “Noc’s Chief Steward - Filed multiple grievances regarding OT/Inverses, Continued fielding questions from members to the best of my ability and reaching out to others if I do not know the answer, Conducted North Campus safety drills and gathered questions/possible solutions for further incidents. Attended meet & confer as well as submitted several contract proposals.

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

The last month I kept busy in MSOP. I attended our MSOP Labor Management Meeting, facilitated our September NEO class and the subsequent seniority Lot Draw, and I also attended our monthly E-board meeting.

I continue to visit MSOP work areas each month and have even been able to visit during the overnights. I’m always reachable by phone/email outside of those visit if something comes up.

I continue to encourage Members to reach out with concerns/observations. Communication is key to all our success! Please see [www.union404.com](https://gcc02.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.union404.com%2F&data=05%7C02%7Csteaed.doehring%40state.mn.us%7C57872a4022cb4b54c9b508dcbfa6750d%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638595968860721570%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=IxnOGfzSbrRUPIMg5xVsrbJVGKZD1AHIDVnvLtC4un4%3D&reserved=0) for all meeting minutes. I would encourage all members to reach out for accurate answers & information when they are concerned about something.

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

Old Business:

Grove A – 10-hour shifts to be an option for HSS and LPN staff. Adding 10 Residential Program Leads.

Overpayment Letters – HR has decided that the second step of the wage reassignment was to occur on your progression date. They will be sending letters to affected staff by next month.

Pay Inequity – MMB has decided not to move forward on this.

Hiring Incentives – On hold, for more information email Jonelle Gressman.

New Business:

Negotiations Delegate Assembly is 1/31/25 Email Eric Manriquez with your expression of interest by 10/12, if there are more members interested in being delegates than our local is allotted, we will vote at the 10/17 meeting.

Motions – Steaed Doehring made a motion to pay lost time and mileage for members attending the delegate assembly 2nd By – Kyle Heinze: Passed

Contract Proposals: The membership voted on the many contract proposals that were submitted.

Good and Welfare:

Two members lost loved ones, condolences to the family members. Cory is working on sending cards.

**Next meeting**

Next Meeting will be held on 10/17/24 at Jake’s Stadium Pizza in Mankato; 4:30pm

Adjourned at – 7:15pm