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| **meeting Minutes** |
| General membership |
| Date: 10/17/24 |   |
| Time: 4:30pm |   |
| Meeting called to order by: Ryan Cates |   |

**In attendance**

Ryan Cates, Eric Manriquez, Rick Pitts, Kyle Heinze, Cory Moon, Cassy Rydell, Eric Hesse, Steaed Doehring, Jamie Schwartz, Antonino Guerrero, Mike Hohenstein, Max Arroyo, Will Moore, Nick Weerts, Miranda Goodman, Logan Smith, Ben Zarn, Suzanne Kocurek

**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 – $137,990.72**

**Income for the Month – $8,812.52**

**Expenses for the Month**

* **Officer Allowances/Local Stewarding – $4,756.13**
* **Reimbursed Expenses/Mileage – $2,263.32**
* **Fall Convention – $3,618.37**
* **New Member Orientation – $88.37**
* **Labor Management Meetings – $480.52**
* **International Convention – $3,299.76**
* **Good and Welfare – $968.55**

**Total Expenses – $15,470.02**

**Amount in Checking Account End of Month – $131,333.22**

**Amount in Savings Account End of Month – $267,370.85**

**Combined Total – $398,704.07**

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

**2nd by – Kyle Heinze: Passed**

**correspondence**

**Comitee reports**

* The Union Banner is in progress.
* Holiday Party Committee Members: Rick Pitts, Nick Weerts, Logan Smith, Max Arroyo, Steaed Doehring

**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**

**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 – Nick Weerts**

 **In spite of being on vacation for a month, I was still busy in MSOP. I facilitated the October NEO class for 9 new hires and the subsequent seniority lot draw. I also lead our MSOP Labor Management Meeting and attended our monthly E-board & General Membership meetings. The end of September was our annual AFSCME Convention in Minneapolis, which was a three-day event, that I also attended.**

**I filed 4 grievances related to schedule changes and 1 overtime violation grievance. The 4 schedule grievances were wins in favor of labor and saw employees receive time & half for those days.  I also sat 4 investigations for employees, with undetermined outcomes at this time.**

**Just before I left on vacation, I organized a site visit & tour at the Forensic Nursing Home for myself and 2 other E-board Members. We had a thorough tour of the facility as well as an opportunity to visit with staff. I will be organizing another tour/visit in the near future as it was well received by all.**

**At our October E-board Meeting I was elected to fill the Vice President Steward Coordinator term vacated by Marv Sullivan. I’m looking forward to this new role and working more closely with Stewards throughout our Local.**

**I continue to encourage Members to reach out with concerns/observations. Communication is key to all of 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%7Ce701757267234e77f3ba08dcf1971434%7Ceb14b04624c445198f26b89c2159828c%7C0%7C0%7C638650878399139147%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C0%7C%7C%7C&sdata=f6tWFiecsBb5lIwqdcJ%2FAT7TFWqtNpe%2FoGI1xL3Oxbg%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 Lower Campus – Kyle Heinze**

**This past month I have attended NEO, attended meet and confer, attended the local meeting, attended the AFSCME State Convention in the cities. Presented a step 3 grievance and met with management to discuss members concerns and started working on wage inequalities. 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.**

**• MSOP and Forensics Labor Management meetings**

**• CBHH/CARE New Employee Orientation**

**• E-Board and General Membership meetings**

**• AFSCME Council 5 State convention**

**Throughout the month, I sent out some communications to the membership and had the opportunity to speak, check in with, and meet new staff throughout the Forensics program. I have been asked about negotiations proposals and have discussed some concerns with several members.**

**I did not sit in on any investigations or submitted any grievances.**

**As always, I continue to encourage all members to reach out to any of the Local officers with any questions, comments and/or concerns they may have.**

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

**Cory Moon “Noc’s Chief Steward- Attended meet and confer, filed multiple grievances as well as sat 2 investigations. Continue to field questions regarding the Juneteenth Holiday issues.**

* **Chief Steward Grove A/Forensic Nursing Home – Cassy Rydell**
* **Chief Steward FMHP – Richard Pitts**
* **Chief Steward MSOP – Vacant**
* **Chief Steward – OAS/Pharmacy Tech/LPNs – Max Arroyo**
* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**
* **Executive Board – Logan Smith**
* **Council 5 Field Representative – Suzanne Kocurek**

**Old Business:**

* **Overpayments/Paybacks**: Addressed at the FMHP Labor Management meeting, it was clarified that progression dates should be used for any payment adjustments. If you believe there is an error in yours, please reach out to a local officer for a review.
* **Overtime Policy Changes**: FMHP Management plans to end overtime for other classifications on November 20th. Union Leadership opposes the change to Security Services/Residential OT processes and expressed this at the Labor Management Meeting. For more details, refer to the FMHP Meeting Minutes.
* **Anti-Union Email**: A recent anti-union email contains mostly false information. We continue to advocate for staff safety. If you have questions or concerns, please speak with an officer or Ryan Cates.
* **SIP Protocol - FMHP**: Reminder: **Do NOT call the AOD** regarding SIP. Staff have expressed the importance of keeping this protocol in place.

**New Business:**

* **Negotiations Delegates Election**: Voting took place to select delegates for the 1/31 negotiations. Elected delegates are Katarina Hansen, Sarah Schlee’, Kyle Heinze, Will Moore, Thea Tao, Antonino Guerrero, Eric Manriquez, Ryan Cates, Eric Hesse, Jamie Schwartz, Nick Weerts, Steaed Doehring, and Ron Herda. Alternates are Toby Leonard (1st) and Ben Zarn (2nd).
* **Vice President (Steward Coordinator)**: The E-Board has appointed Nick Weerts to the vacant Vice President Steward Coordinator position.
* **Motions**:
	+ **Business Cards**: Allocation of up to $1,500 for business cards proposed by Eric Manriquez and seconded by Nick Weerts: **Passed**.
	+ **Annual Charitable Donations**: Approval of $1,000 for local charities ($200 each to 5 charities) proposed by Steaed Doehring and seconded by Cory Moon: **Passed**.
* **LPN Lead Meeting**: A meeting for a proposed LPN Lead Classification was held today.
* **Chief Steward Opening**: There will be an upcoming vacancy for the Chief Steward position, and the E-Board plans to appoint someone next month.

**Good and Welfare:**

Recently Retired Member Jim Peters has passed away. Our heartfelt condolences go out to his family and friends. Additionally, we extend our sympathies to Melanie Wruck on the loss of her mother, Simon Gaylord on the loss of his mother, and Heather Rheaume on the passing of her stepfather. Our thoughts are with each of them and their families during this difficult time.

Robert Allen retired – Congratulations!

**Next meeting**

Next Meeting will be held on November 17th, 4:30pm at Jake’s Pizza in Saint Peter.

Adjourned at – 6:30pm