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| **meeting Minutes** | |
| General membership | |
| Date: 11/21/24 |  |
| Time: 4:30pm |  |
| Meeting called to order by: Ryan Cates |  |

**In attendance**

Ryan Cates, Steaed Doehring, Eric Manriquez, Logan Smith, Cory Moon, Cassy Rydell, Rick Pitts, Kyle Heinze, Antonino Guerrero, Jamie Schwartz, Max Arroyo, Suzanne Kocurek, Michael Jacobson

**Secretary Report**

**Steaed Doehring made a motion to approve the minutes from last month.**

**Seconded, and carried.**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month – $13133.22**

**Income for the Month – $8794.72**

**Expenses for the Month**

* **Officer Allowances/Local Steward Training – $4311.97**
* **Reimbursed Expenses/Mileage – $127.30**
* **Fall Convention Hotel – $8266.66**
* **New Member Orientation – $90.21**
* **Labor management Meetings – $316.58**
* **Good and Welfare – $504.00**
* **Retirements – $100.00**
* **Surety Bond - $534.00**

**Total Expenses – $14250.72**

**Amount in Checking Account End of Month – $125877.22**

**Amount in Savings Account End of Month – $268188.35**

**Combined Total – $394065.57**

**Motion to accept, subject to audit, was made, seconded, and carried.**

**correspondence**

**Comitee reports**

* **Holiday Party – Checking on dates.**
* **Banner – Still in design phase.**

**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

**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**

In the past month, I have attended both MSOP Labor Management and DCT Labor Management meetings, where the general theme was getting management to give an advance notice to Labor before implementing any changes.

I also attended New Member Orientation to teach new employees about our Union and the benefits of the contract.

I filed one grievance this month regarding overtime and inversing.

The next big date coming up is Friday, January 31st when we will have our Negotiations Assembly where the “master team” to bargain the master contract (the language in the beginning of our contract that effects all State employees) will be selected from each bargaining unit and each bargaining unit will go through every contract proposal that was submitted statewide and make their recommendations to the master team on if the contract proposal should proceed to the table or not. The master team that was elected out of each bargaining unit will then look through the proposals, look at the recommendations, and offer the assembly their final proposal list for approval at the next Negotiations Assembly before entering negotiations with the State.

As always, if you have any issues or concerns, please reach out.

In solidarity,

Eric Hesse

Vice President – Administrative

AFSCME Local 404

* **Vice President - Steward Coordinator – Nick Weerts**

The last month was an active one. I facilitated the November NEO class and subsequent Lot Draw. Due to vacation and a family funeral, I was absent from MSOP & Forensics Labor Management meetings. I attended our monthly e-board meeting via zoom, due to travel. I was also at the Steward training that was held for new/refreshing Stewards in November. We have plans to offer a variety of training in 2025, so please watch for announcements.

I did sit 3 investigations for staff, which have undetermined outcomes at this time. I have continued with regular site visits across MSOP works areas and shifts. Also, Myself and 2 other E-board members did another Forensic Nursing Home site visit, where we were able to visit with many Staff, as well as the site Supervisors. We will continue with regular visits, having one scheduled already for December. Other work areas are also on my agenda, as we strive to visit all areas regularly.

I have been contacting members who were hired in the last few years and opted to donate money to PEOPLE [Union Political Action group] about hoodies that are here for them. Those hoodies are coming from PEOPLE and are not something purchased by Local 404 or Council 5. I’ve slowly began to deliver these to staff across campus, so if you see anyone with one or hear that people are getting them—that is where these are from. I’m waiting for the next delivery of hoodies and then will begin passing out even more of them. Members that might be interested in supporting PEOPLE can do so through Memberlink. You can also reach out if you have any questions and I can try to assist you.

Plans are being made for a January “Christmas Party” so stay tuned for more information to come regarding that!

I continue to encourage Members to reach out with concerns/observations. Communication is key to all of our success! 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

11.26.24

* **Chief Steward Lower Campus / Forensic Nursing Home – Kyle Heinze**

This past month I have attended NEO, attended meet and confer, attended the local meeting, presented 2 step 1 grievances, 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, and our E-Board & General Membership meetings.

I did not have any investigations or file any grievances for members at FMHP.

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

This month, I also had the pleasure to attend training for Council 5 E-Board, which was very productive.

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

Security Counselor Lead | Linden Unit

AFSCME Local 404 Chief Steward

O: 507-985-2531

C: 320-291-7950

* **Chief Steward FMHP Overnights – Cory Moon**
* **Chief Steward Grove A – Cassy Rydell**
* **Chief Steward FMHP – Richard Pitts**
* **Chief Steward – OAS/Pharmacy Tech – Max Arroyo**
* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**

October and November Report:

Attended AFSCME Council 5 Convention

Conducted New Employee Orientation x2

Toured the Forensic Nursing Home x2

Went around to all the MSOP perimeter units with Nick Weerts. We stressed the importance of not going ETL, remember where you work, sexual harassment is far reaching, and answered questions for staff.

Called around to the units to see if anyone needed help with their open enrollment.

Attended MSOP Meet and Confer x2

Attended Forensics Meet and Confer

Attended E-Board Meeting x2

Attended the General Membership Meeting x2

Reminder to please send me any grievances you’ve filed along with any responses you’ve receive for all steps.

In solidarity,

Jamie Schwartz E-Board

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

Old Business:

Discussion regarding our donation to Bench’s vs Mending Spirits.

Motion made to donate it to mending spirits, seconded, and carried.

The NOC class action grievance about the pay period reset is at Arb review.

The LPN bonus issue is at Arb review.

Overtime for other classes has ended and has since expanded to LPNs in different groves. This does not follow contract. Submit grievances for all of these. Contact Max, Cassy, and Cates.

New Business:

The New Chief Steward is Joe Bluhm. Welcome!

Holiday Party – There was discussion about inviting MAPE and MNA to our party to show solidarity with negotiations coming up. We will vote on this next month.

The proposed MOU for combining Forensics Security Services and Residential for OT purposes – Management does not want to entertain an MOU; they are waiting for Supplemental Negotiations.

Grove-A CNA qualified, can pick up OT at the FNH.

FNH – Continue to file grievances for all out of seniority order inverses. Contact Kyle, Max, and Cates.

Work Action for FMHP to start – Everyone at FMHP to sign-up for subsequent shift OT and turn it down (if you don’t want it) when they call. Since they no longer want to call out of building instead of inversing.

Grove-A 10-hour shifts for day/eve staff not moving forward. Nocs is still moving forward.

Motions

* Motion to spend up to 12,500 for our Holiday Party was made, seconded, and passed.
* Motion to spend up to 2,500 on door prizes for our Holiday Party was made, seconded, and passed.
* Motion to spend up to 1,000 on portfolios for stewards was made, seconded, and passed.

Grove-A vacation spots for HSSS staff was brought up by a member, we will put this on the agenda for December.

Good and Welfare:

We had a member who qualified for vacation donation this past month.

**Next meeting**

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

Adjourned at – 6pm