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| **meeting Minutes** |
| General membership |
| Date: 12/19/24 |   |
| Time: 10:30pm |   |
| Meeting called to order: Ryan Cates |   |
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**In attendance**

S. Doehring, E. George, R. Cates, S. Kristensen, W. Moore, E. Hesse, J. Bluhm, Manny, Jessica B., R. Reed, A. Anderson, C. Miller, C. Moon, M. Stenger, K. Heinze

**Secretary Report**

**Motion made to approve the minutes from last month, seconded, and carried.**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month: $125877.22**

**Income for the Month: $8783.15**

**Expenses for the Month**

* **Officer Allowances/Fall Convention/Stewarding: $8777.98**
* **Reimbursed Expenses/Mileage: $127.30**
* **Supplies/Checks: $172.86**
* **Steward Training: $191.62**
* **Labor management Meetings: $363.56**
* **Donations: $1000**
* **Retirements/Good and Welfare: $454.00**

**Total Expenses: $11087.32**

**Amount in Checking Account End of Month: $123573.05**

**Amount in Savings Account End of Month: $268955.44**

**Combined Total: $392528.49**

**Will be presented next month.**

**correspondence**

* ECHO Food shelf sent a thank you letter for our donation.

**Comitee reports**

* **Banner – In the design phase.**
* **Holiday Party – Scheduled for 1/23 6-11pm at the Wow Zone.**

**Officer 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.**

* **Vice President - Administrative - Eric Hesse**
* **Vice President - Steward Coordinator – Nick Weerts**
* **Chief Steward Lower Campus/FNH – Kyle Heinze**

This past month I have attended NEO, attended meet and confer, attended the local meeting, sat an investigation, met with management to discuss members concerns and did several site visits. 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**

Hello fellow members.

This past month, I attended the FMHP Labor Management meeting, as well as our General Membership meeting. I was unfortunately unable to attend the MSOP Labor Management due to the AFSCME Council 5 E-Board meeting being held on the same day.

I did not have any investigations or file any grievances for members this month.

I have continued to talk to several staff members regarding paybacks due to overpayments, with some LPN’s at FMHP regarding overtime distribution and inversing, as well as other concerns brought forth by other members and continue to follow up with members.

I also sent out some communications with others to follow this month.

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.

Happy Holidays to everyone!

I look forward to seeing you all at the upcoming Holiday Party.

* **Chief Steward FMHP Overnights – Cory Moon**
* **Chief Steward Grove A – Cassy Rydell**

I attended our December Labor Management, E-Board, and General Membership meetings. Following up on our November meet and confer, I filed and presented two step 3 grievances addressing concerns around inversing and "24 in 48" contract language. I also submitted data requests to leadership and the AOD office regarding the LPN/RN nursing allocation process, particularly concerning overtime distribution and inversing on campus, with the goal of calling out the lack of consistency and/or accountability in these decisions. We continue to work through the complexities of these issues and will keep members updated as we receive any new information.

* On the safety front, I organized ICS tabletop exercise and working to conduct additional safety drills on the night shift out at North Campus (hoping to also get them implemented on the Prairie View units) to further discuss and brainstorm solutions for the many outstanding safety and security concerns. And working to connect more with staff in person, when possible, to better understand workplace situations and ensure concerns are effectively communicated to leadership and management. To that end, I'm currently in communications to arrange Grove A tours and site visits with other Union Leadership members. This will provide an opportunity for them to introduce themselves and connect with staff in the work area as well as gain further insights into the work environment.
* Attended Forensic Meet and Confer, Executive Board meeting, General Membership meeting, and an LPN2/Lead classification meeting with the Director of Nursing. Filed, presented, and argued multiple Step 1 and Step 2 grievances regarding overtime, inversing and working 32 in 48 hours. Met with leadership to address staff concerns and safety issues. Continued attempts to help navigate the ongoing issues related to NOC holiday pay/accruals, withholding of hiring incentives and referral bonuses. Communicated all information and updated to unit staff as I received it and advocated with the union for HR to address these audits, delays, and payment mistakes. Continue to support staff to the best of my ability and learn as my time as a steward progresses.
* **Chief Steward FMHP – Richard Pitts**

I’ve filed OT grievances; I attended union meeting and meet and confer and have spoken to multiple counselors.

* **Chief Steward – OAS/Pharmacy Tech/LPN – Max Arroyo**
* **Chief Steward – Joe Bluhm**

This past month I attended MSOP and FMHP’s meet and confer, E-Board meeting, and the General Membership meeting.

I observed two investigations and attended AFSCME Steward training back in November.

Please reach out with any questions, comments, or concerns!

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

**Matt Stenger is filling in for Suzanne for the next couple of months.**

**Old Business:**

FMHP – LPN Overtime, Reiterated they need to follow Supplemental Contract Language. See FMHP Minutes.

**Motions:**

* [1/29 Labor Rally](../../Fund%20Our%20Future%20Labor%20Rally.pdf) – Motion for Per Diem and Mileage, seconded, and carried.
* Motion to purchase 500 badge reels, seconded, and carried.
* Motion to invite MAPE, MNA, and Special Teachers to the Holiday Party, seconded, and carried.
* 4/1 Day on the Hill – Motion for Per Diem and Mileage or Bus, seconded, and carried.

**New Business:**

CARE/Klein – Incentive for the current staff of $1000 month until it is closed. No other info.

MSOP – Perimeter will be getting new radios in the unit stations, the number of radios will be reduced to 2 per unit (3 on P1S), staff will have to swap radios at shift change.

FMHP – Extra shifts process for part-time staff. Email scheduling when the schedule is posted for additional shifts.

FMHP – Radios, they are working with the vendor. See FMHP Minutes.

**Good and Welfare:**

**Next meeting**

Our next general membership meeting will be January 16th at Jakes Stadium Pizza in Mankato, 4:30pm.

Meeting adjourned at: 11:25pm