

AFSCME Local 1092 Meeting Minutes
October 10, 2022
Cloquet Public Library
And/or Zoom

Type of Meeting: Eboard

Call to Order: 4:50pm, 6:50pm

Roll Call: Art M, Jessica L, Sabrina S, Zach C, Heather S, Dawn P, Paul Gammel (AFSCME Field Rep)

Excused: Jason A

Discussion:

- Nurse line stuff discussed with outage
- Step 3 greivances:
 - Holiday comp time
 - Shift Diff
 - Add to arbitrations active

Motions between meetings:

- Motion to donate \$200 for the Veteran's Initiative, M/S/C
- Motion to donates \$100 to Gail H, off of work since August due to back surgery, M/S/C
- Motion to donate \$100 and comforting book for Jim F, lost his mom, M/S/C
- Motion to close the eboard meeting for proposals to be reviewed- M/S/C
- Motion to push case to arb, M/S/C

Motion to Adjourn: 4:58pm

Type of Meeting: Membership meeting

Call to Order: 5:11pm, 6:54pm

Roll Call: Art M, Jessica L, Sabrina S, Zach C, Heather S, Dawn P, Paul Gammel (AFSCME Field Rep)

Excused: Jason A

Prior minutes: Motion to approve membership meeting minutes from September 2022, M/S/C

Financial Report: Motion to approve September 2022 financial report pending audit, M/S/C

President's Report:

- Proposals
 - We will be voting on contract proposals for the Master Contract in New Business
 - We have around 45 proposals to read, vote on, and possibly submit
- Negotiations Committee
 - We will open nominations for the Negotiations Teams in New Business as well, if runoff we will have to deal with them

Vice President Report:

- 18th Annual Council 5 Convention
 - Congrats to the Council 5 E-Board Members elected from our Local- **dropped down to 30 board members**
 - ❖ Jessica Langhorst
 - ❖ Christina St. Germaine
- Printed Resolutions:
 - International Strike Pay and Strike Fund- **DID NOT PASS**
 - ❖ Have AFSCME International fund a strike payment for AFSCME Employees who are on strike
 - ❖ Also resolve that Council 5 pay \$250/week until the strike fund is created and funded by International
 - ❖ 43,000 members in Minnesota alone times \$500/week is \$21.5 million/week. Unsustainable and would bankrupt AFSCME
 - ❖ Left up to Locals to create a strike fund if their members want it
 - Rent Control

- ❖ Asked that AFSCME Council 5 and it's members push for a rent increase limit of 3% or less for certain counties, but it was amended to include all of MN
- ❖ AFSCME Council 5 Members stand with MACE
- ❖ AFSCME Staff Union MACE
 - Found unconstitutional
- AFL-CIO Convention discussion
- DCT Policy Committee Meeting at convention
- Governor is demanding commissioners to come up with pay equity prior to negotiations, nurses, security counselor, and HCT
- Pay is not equal to target, kwik trip etc- **EMAIL, EMAIL , EMAIL COMMISSIONERS**
 - ✓ Katy Porter offered to create email to send out to members regarding the email-possibly will get on facebook or email
- Update will go out to members per Art soon after this meeting
- CDC regarding mask use update
- Group supervisor role regarding disqualification for being an AGS as a lead
- Leads do supervisor work by filling out paperwork
- Nurses operated with internet, phones, and radio's- back up plan didn't work because they weren't notified of the outage
 - ✓ Local level needs to come up with back up plan not to lose all contact within facility

Chief Steward's Report/MSOP:

- 3rd step heard at labor management meeting
- No other active grievances
- MSOP ML Labor/Management Meeting on 10/06/22:
 - Jason Anderson, Zach Christopherson, and Art Miller for Labor. Anthony Herring and Ann Linkert for Administration.
 - Agenda will be on the monthly Membership Letter and more details regarding other topics can be found on the meeting minutes
 - We brought up the new CDC Recommendations regarding masks and were told there is a meeting in about two weeks regarding those new recommendations
 - By wed memo going out per Cory after petition was handed in at LMC
 - We talked about the A-Team Reassignments and that there are some staff that could not work 1st watch A-Team and would have to resign if forced to 1st watch. Ann brought up a possible schedule MOU to introduce 12 hours shifts to the contract and utilize A-Team to test out different possible 12 hour shifts and rotations.
 - Admin recognized staff burnout from overtime and is open to suggestions.
 - Talk of having conversation with Justin about how long it is taking for calling applicants
 - Admin brought up the Staff Appreciation Day and we brought forward a number of complaints that were shared with us. This is also covered in the Membership Letter so look for that to be sent out in the coming week.
 - There were some people talking about the Overtime Bonuses going away, that is not a thing at this time.
 - **They have to give us 30 days notice they are taking them away, so we will know**

Chief Steward's Report/MSOCS & CARE:

- Update on MSOCS programs, HST-BMA's
- Changes in NVO programs, opening a new program NCES, requesting job audit for WTA's position
- Open Positions- MSOCS FC Jennifer (2) MSOCS DT&H NorthernVoctnlOpps CSS Hermantown Crisis Home MSOCS FC Stephen Road

Change Class of Vacant Position and Fill	H55X20Q	MSOCS FC Jennifer
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- Contract proposals, shift differential, adding wages to the top of the scale, classifications

Field Rep's Report:

- Election coming
- Door knocking/ phone bank sign up
- Paul stated if you don't have a plan to vote we can help figure it out with you.
- Governor seat and house seats will keep us in a good spot, we can't act shocked when we vote for a right to work state- We will have a conversation about wages after you vote

Political/PEOPLE Report:

- Jessica talked about dues do not go towards political, it comes from PEOPLE
- Jessica passed out a sheet about who voted to take away our 2nd year increase last time
- Governor and Lt. Governor
 - ❖ Tim Walz and Peggy Flanagan
- Statewide Constitutional Officers
 - ❖ Attorney General: Keith Ellison
- State Auditor: Julie Blaha
- Secretary of State: Steven Simon
- Minnesota House of Representatives
 - ❖ District 3A: Rob Ecklund
 - ❖ District 3B: Mary Murphy
 - ❖ District 4B: John Hest
 - ❖ District 7A: Julie Sandstede
 - ❖ District 7B: Dave Lislegard
 - ❖ District 8A: Liz Olson
 - ❖ District 9A: Nancy Jost
 - ❖ District 9B: Jason Satter
 - ❖ District 11A: Pete Radosevich
- Minnesota State Senate
 - ❖ District 2: Alan Roy
 - ❖ District 3: Grant Hauschild
 - ❖ District 4: Rob Kupec
- St. Louis County
 - ❖ District 1: Annie Harala

Safety Committee Report:

- ✓ Nothing reported

Old Business:

- Local meeting 11/13 we will be voting on delegates for negotiation assembly, and closing proposals

New Business:

- Contract Proposals
 - Voting record attached
- Negotiations Team Nominations
 - Jessica L, Christina StG, Katy Porter, Scott L, Rachel N, Cameo T, Dawn P, Jackie H, Heather S, Mike G, Jenn H, Cory D, Nikki K, Billy B, Art M, Doug R, Sabrina S, Zach C, Jenny C (Alternate)
- AFL-CIO Community Services Program **Thanksgiving and Christmas Dinner Food Basket and Family Holiday event**
 - Received email asking for help to people that are out of work- letter was at meeting
 - Motion made to donate \$800 to the program, discussion, M/S/C
- Announcement that New Lobby week in person next year that will work for 1's and 29's:
 - 2/20- 2/24/23
 - 3/13-3/17/23
 - Local usually has covered Lost time, Hotel, Per diem, and Mileage
 - Need to have time off, contact
 - Motion to pay lost time, hotel, per diem, mileage to attend lobby weeks, friendly amendment made
 - tabled for now

- Drawing for \$25????

Good & Welfare:

Motion to Adjourn: 6:48pm