

**AFSCME Local 1092 Meeting Minutes**  
**December 11, 2023**  
**Cloquet Public Library**

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**Type of Meeting: Eboard**

**Call to Order:** 4:40pm

**Roll Call:** Art M, Jessica L, Jason A, Sabrina S, Billy B, Tarajee G, Paul Gammel

**Members attending:** Chris T

**Excused:** Dawn P

**Discussion:**

1. Cards will be distributed for MSOP, CARE, MSOCS members
2. Member healing and hoping to come back in February
3. Member in Duluth, not doing well, motion to do during membership meeting
4. Member had to have another surgery
5. Member Barn burnt down, lost all chickens and lost power to house
6. Dues- Membership dues are calculated at 115.000% of hourly rate + \$5.06-January 1, 2024
7. Meet and Confer MSOP- LPN discussion will be taking place on forces

**Motions between meetings:**

1. Motion for \$100 donation and prayer book for member, M/S/C

**Motion to Adjourn:** 4:52pm, M/S/C

**Type of Meeting: Membership meeting**

**Call to Order:** 5pm

**Roll Call:** Art M, Jessica L, Jason A, Sabrina S, Billy B, Tarajee G, Paul Gammel

**Members attending:** Chris T, Katie P, Becky H, Kate H

**Excused:** Dawn P

**Prior minutes:**

- ✓ Motion to approve November minutes, M/S/C

**Financial Report:**

- ✓ Motion to approve financial report pending audit, M/S/C

**President's Report:**

1. Dues letter - printed copies
  - a. Dues- Membership dues are calculated at 115.000% of hourly rate + \$5.06- January 1, 2024
2. Upcoming important dates
3. Day on the Hill - April 2nd
4. Lobby Weeks:
  - a. February 11th – 16th
  - b. February 25th - March 1st
  - c. March 10th - 15th
  - d. March 24th - 29th
  - e. April 7th - 12<sup>th</sup>
    - i. To get Kitchen workers added to pension
    - ii. Rally for Cameras and fences
5. AFL-CIO Events - Flyers printed to be put up in break rooms:
  - a. Kids Holiday Party @ the Duluth Labor Temple - Sunday December 17th, 2023
  - b. 2023 AFL-CIO Giving Tree

### **Vice President Report:**

1. DCT meeting:
  - a) Announcement coming about change in application of FMLA hours
    - a. Didn't get into what it is going to look at
    - b. Could challenge the legality of it Paul states
    - c. Email sent to HR and haven't heard back yet regarding our questions
  - b) Covid on rise again
    - a. Currently 143 cases, mgnt asking to mask after high risk contact
  - c) Latest phishing practice attack
    - a. Was an email that went out, and you were not supposed to click on, lots of concerns
2. NEW DCT changes- NOTHING new except a lot of new directors/board

### **Chief Steward's Report/MSOP:**

1. LMC Update -sent out in monthly email to members
  - a. Biggest thing was the OMEGA rounds change- will be 2 times a month "meaningful rounds"
  - b. Fingerprinting for everyone without prints (COVID) will be Jan. 1 at facility
  - c. News story- Facebook messages about MSOP-people need to be safe about what you post on a social media
2. Grievance update
  - a. 3 grievances presented, haven't heard back yet

### **Chief Steward's Report/MSOCS & CARE:**

1. LMC CARE/Carlton- 1<sup>st</sup> in years
  - Full time shifts progression
  - Sonya meeting with her boss and they will be meeting with Union on how this is going to be presented to staff with labor input
  - Went over process on retaining employees and discipline handling
  - Stewards are our right
  - Went over scheduling, and a new employee is starting for northern region
  - Asked for set schedules, Marty willing to look at it if brought forward to him
  - Too small to do AM/PM schedules
  - Any changes we make, we need to make sure majority of members are on board- as long as admin
  - Is on board to try new things
  - Employer would like to do some team building

### **Field Rep's Report:**

1. 341 Members
2. 63 Opportunities
3. Local 1092 is 4<sup>th</sup> for the Council (PEOPLE contributors)
4. Interim Director gave permission to pull DHS policy comm to blitz DHS employees

### **Political/PEOPLE Report:**

1. Lobby week in New business

### **Safety Committee Report:**

1. Safety survey- Data release not given
2. Meeting next month and they are monthly now
  - a. Maintenance guys have reached out to wearing hats

**b. Chairs-continued safety issue -email Michelle Schleret and copy your Unit Director**

**Old Business:**

1. Uniform allotment- putting on LMC agenda to get it updated
  - a. Billy sent email to Sue Johnson
  - b. Sabrina to put on LMC agenda next month
2. Code of Conduct at Union Events - suggested to continue to table this motion until January 8th meeting.
  - a. Motion to table this till next month, M/S/C

**New Business:**

1. AFL-CIO Central Labor Body Flyers
2. End of accepting interest on upcoming Local 1092 E-Board Treasurer position. So far there are 3 interested members:
  - a. Interviews will be conducted and completed before the January 8th E-Board Meeting. For interviews at MSOP - Suggested 2 E-Board members from 2nd watch and 2 from 3rd watch conduct interviews on their respective watches. Outside MSOP - Suggested Chief Steward At-Large and one other E-Board member conduct interviews.
    - i. Christopher Thomsen
    - ii. Corey Drabelis
    - iii. Kate Hoyt
  - b. Need a motion to allow the new treasurer to begin shadowing our current Treasurer once they are appointed by the E-Board and begin Treasurer payroll.
    - ✓ Motion made to pay stipend during training, discussion on shadowing even if virtual, M/S/C
3. Gift cards are in and will begin distribution on upcoming heavy days. Volunteers to assist passing out cards are welcome
4. Volunteers and a motion is needed for mileage/loss time/etc for delivery of gift cards and contracts to group homes. Can split up areas/dates if necessary.
  - a. Motion to cover mileage for any members that volunteer to get cards out M/S/C
5. Block vacation calendar- some staff are not listed on there yet

**Good & Welfare:**

1. Motion to donate \$100 to 3 members with medical conditions, M/S/C
2. Motion to donate \$100 for member assaulted, M/S/C
3. Motion to donate \$100 for non-member with medical condition, M/S/C
4. Motion to donate \$100 for member assaulted, M/S/C
5. Motion to donate \$100 for member with house fire M/S/C

**Motion to Adjourn: 6:06 M/S/C**