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| **meeting Minutes** | |
| LOCAL 404 General membership | |
| Date: 07/17/2025 |  |
| Time: 4:30pm |  |
| Meeting called to order: Ryan Cates |  |
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**In attendance**

OFFICERS:

Ryan Cates, Eric Hesse, Nick Weerts, Steaed Doehring, Antonino Guerrero, Cassy Rydell, Eric Manriquez, Cory Moon, ~~Rick Pitts,~~ Max Arroyo, Kyle Heinze, Joe Bluhm, Mike Hohenstein, Jamie Schwartz, ~~Logan Smith~~

MEMBERS:

Allen Smetana Jr., Sawyer Bennett, Mike Jacobson, Nicole Schulz, Robert Clancy, Patrick Cusack, Barb Walker, Valerie Elliott, William Moore, Mac Babcock

ZOOM: Sherry

**Secretary Report**

**Steaed Doehring**

**Minutes from the previous General Membership meeting were made available for review.**

**A motion to approve the minutes was made, seconded, and carried without objection.**

**Updates since the last meeting:**

* **Attended all scheduled Labor Management meetings and documented key discussion points for union follow-up.**
* **Maintained official union records, including minutes, officer reports, and correspondence.**
* **Collaborated with officers on agenda planning and constitutional updates.**
* **Published recent meeting minutes and event updates to the** [**Local 404 website**](https://www.union404.com/) **for membership access.**
* **Visited Forest View and Prairie View and talked with members.**
* **Attended a contract rally in Minneapolis.**
* **Attended negotiations assembly.**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month: $124391.44**

**Income for the Month: $9899.89**

**Expenses for the Month**

* **Officer Allowances/Negotiations/DOTH: $9484.79**
* **Reimbursed Expenses: Rally/Leadership: $1197.00**
* **Supplies: $46.18**
* **New Member Orientation: $119.54**
* **Labor Management Meetings: $424.67**
* **Donations: Good and Welfare: $554.00**
* **Retirements: $200.00**
* **Grievance Arbitration: $410.00**

**Total Expenses: $12436.18**

**Amount in Checking Account End of Month: $121855.15**

**Savings Account (Reserve Fund):**

**Maintained in accordance with AFSCME financial guidelines to support upcoming union expenses, reimbursements, and emergency needs. The Treasurer reviewed this balance during the meeting, and it is available upon request.**

**A motion to approve the Treasurer’s Report, subject to audit, was made, seconded, and carried without objection.**

**correspondence**

* ECHO Food shelf sent a Thank-You for our donation.

**Comitee reports**

* **Banner – No update.**

**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
* 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
* 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
* Attended multiple rallies in support of contract negotiations.
* Attended negotiations assembly.
* Chaired officer requirements committee to update constitutional language.
* Won 1 step 2 overtime grievance and 1 step 3 discipline grievance.
* **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**
* **No report submitted.**
* **Vice President – Steward Coordinator – Nick Weerts**
* I kept very busy the past month here on the St Peter Campus! I attended MSOP Labor Management, Facilitated the July NEO class & subsequent seniority lot draws for new members. I also attended our monthly E-board and General Membership meetings. I have been on vacation much of July so was gone from Forensics Labor Management.
* I also attended 2 different Contract rallies in Minneapolis in the days prior to our Contract TA as well as attended the Delegate Assembly, as a delegate for our Unit.
* I organized site visits to both Prairieview & Forestview—and it was nice to visit units & members that I don’t regularly get to. I helped organize the Contract Training will have been on 7/24—thanks to all who attended- I have received a lot of interest so anticipate a good turnout! I also continue to meet with HR and Administration regularly to address issues and concerns.
* I sat a variety of investigations for staff over the last month and will handle any follow-up as needed. I filed 7 Step 3 Grievances, 1 Step 1 Grievance and 2 Step 2 Grievances. I also presented 6 of the Step 3’s earlier this month—with the determinations still unknown.
* My delivery of PEOPLE hoodies to VIP donors continues. Remember if you see hoodies, these are not purchased by our Local but instead come from the Political Action Group- PEOPLE. I am just assisting in getting them to the donors they are meant for. If you were interested in joining PEOPLE, that can be found through Memberlink.
* 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
* Vice President Steward Coordinator
* 7.23.25
* **Chief Steward – Service, Craft, Maintenance, Labor & Nursing Home – Kyle Heinze**
* This past month I attended meet and confer, attended the general membership meeting, talked with management to address members concerns, presented a step 3 grievance, did 2 site visits with several other officers, attended a delegates’ conference to go over the contract, attended 2 rallies during push week. If anyone has questions or concerns, please reach out.
* Won a Step 1 grievance for not being offered OT
* Won a Step 3 grievance for being wrongfully inversed
* **Chief Steward – CBHH & Communications – Eric Manriquez**
* **Hello fellow members –**
* This past month, I was unable to attend the MSOP and FMHP Labor Management meetings due to trainings and other meetings that took place at the same time, although I did attend CBHH – Rochester NEO, and our E-Board and General Membership meetings.
* Some communications were sent out throughout the month, and I have some more that will be sent out in the coming week or two regarding contract voting, and call outs to members for trainings and this year’s AFSCME Council 5 convention, so be on the lookout for those.
* There were no grievances filed from me this month, or any investigations.
* I met with members for general questions and/or check-ins throughout the month. There have been questions regarding our current TA for the contract that I attempted to answer to the best of my ability, and directed some to someone who could better answer questions I was not 100% sure of and did not want to give any misinformation.
* I also met with an outsourced company that was on campus regarding our radios at FMHP. They asked some general questions and discussed some concerns that we had with the outages and some of the radios not working as they should be.
* 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 when/where we can.**
* **Chief Steward – FMHP Overnights – Cory Moon**
* Cory Moon Noc’s Chief Steward- Sat investigations, fielded questions from members. Looked into potential grievances. Answered questions regarding contract language
* **Chief Steward – Grove A – Cassy Rydell**
* Won a grievance re: Holiday Scheduling at step 1.
* Filed and presented additional grievances, with outcomes pending.
* Engaged in site visits at Prairie View, spending several hours meeting with staff to answer questions, hear concerns, and strengthen representation across shifts and work areas.
* Clarified language and answered questions related to contract language.
* Met with different leadership and management to identify and discuss various ongoing safety/security concerns throughout Grove 5 that have gone unaddressed.
* Participated in the Bylaws Committee.

Attended Forensics Safety Committee, Forensics Labor Management meetings, our monthly E-board and General Membership meeting, as well as our Quarterly Steward Meeting.

* **Chief Steward – FMHP – Rick Pitts**
* Sat an ongoing investigation for an HSSS. That was about all this last month. Thanks
* **Chief Steward – OTAs, SEPAs, WTAs, Clerical & Technical – Joe Bluhm**
* This month I met with several members and listened to their concerns. Attended the monthly membership meeting. Worked with HR to make sure the contract was followed.
* **Chief Steward** **– LPNs – Max Arroyo**
* Attended Labor Management, E-Board, and General Membership meetings.
* Filed a lot of grievances for LPNs.
* **Executive Board – Mike Hohenstein**
* Attended the E-Board and General Membership meetings.
* **Executive Board – Jamie Schwartz**
* This month I attended the New Employee Orientation, E-Board Meeting, General Membership Meeting, Contract Negotiations Assembly in Minneapolis and site visits.
* **If you’re a steward, please send me all your grievances and responses to all steps**
* **Executive Board – Logan Smith**
* **No report submitted.**
* **Council 5 Field Representative – Suzanne Kocurek**

**Old Business:**

* **Progressive Drawing – Current total is $350. Name drawn: Jerome Pore – Not in attendance.**
* **NOCS Reset Grievance – This grievance has been moved to arbitration.**
* **Negotiation Delegates Assembly – The assembly voted to recommend accepting the proposed contract.**

**Grievances Won:**

* **Won a Step 1 grievance for not being offered OT**
* **Won a Step 3 grievance for being wrongfully inversed**
* **Won a Step 2 overtime grievance and a step 3 discipline grievance**
* **Won a grievance re: Holiday Scheduling at step 1**

**Motions:**

* Motion made for mileage, hotel, and per-diem for C5 fall convention attendees, seconded, and carried.
* Motion made for up to $100 to purchase checks, seconded, and carried.

**New Business:**

* **Council 5 Fall Convention will be held September 25–27 in Duluth.**
* **Contract Voting is scheduled for Thursday, August 7th:**
* **6:00 a.m. – 11:00 a.m. at the Pedersen Building, 1st Floor HR Conference Room**
* **11:30 a.m. – 6:00 p.m. at the St. Peter Community Center, 1st Floor**
* **The Bylaws Committee will present proposed constitutional changes—primarily focused on officer responsibilities—during the August General Membership Meeting.**

**Good and Welfare:**

* Our member Sarah Schleé has qualified for vacation donation.

Sarah Schleé is a Security Counselor with Direct Care and Treatment at the Minnesota Sex Offender Program. She has been a state employee since September 2021.

In May 2025, Sarah was diagnosed with status epilepticus—a serious neurological condition characterized by multiple seizures occurring in rapid succession without a return to baseline consciousness between episodes. As a consequence, she became comatose, experienced respiratory failure that required life-support intervention, and sustained a severe brain injury. As a result of this life-threatening illness Sarah, is currently undergoing treatment and has exhausted all sick and vacation leave accruals. [sarah-schlee.pdf](https://mn.gov/mmb-stat/vacation-donation-recipients/sarah-schlee.pdf)

Stay informed—check the [Local 404 Calendar](https://www.union404.com/calendar-events) for upcoming events, trainings, and meetings. Log in to [MemberLink](https://members.afscmemn.org/) for bargaining updates, union news, and member resources.

**Next meeting**

August 21st at 10:30pm

Meeting adjourned at: 5:30pm