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| **meeting Minutes** |
| General membership |
| Date: 12/21/23 |   |
| Time: 4:30pm |   |
| Meeting called to order by:  | Ryan Cates |

**In attendance**

Steaed Doehring, Ryan Cates, Marvin Sullivan, Eric Hesse, Nick Weerts, Jamie Schwartz, Rick Pitts, Mike Hohenstein, Eric Manriquez, Cory Moon, Matt Stenger, Antonino Guerrero, Matt Boeve, Cami Baune, Travis Snyder

Zoom - Jennifer Mills, James Kibler, Adam Alice

**Secretary Report**

**Steaed Doehring**

**Steaed made a motion to approve the minutes from last month. 2nd by – E. Hesse, Passed**

**treasurer report**

**Antonio Guerrero**

**Cash Balance Beginning of Month – $103,031.49**

**Income for the Month – $7,682.59**

**Expenses for the Month**

* **Officer Allowances and Convention – $7,678.35**
* **Reimbursed Expenses –**
* **Supplies – Survey Monkey $372.00**
* **New Member Orientation – $159.06**
* **Labor management Meetings – $325.65**
* **Donations –**
* **Retirements – $150.00**

**Total Expenses – $8,685.06**

**Amount in Checking Account End of Month – $102,029.02**

**Amount in Savings Account End of Month – $259,459.28**

**Combined Total – $361,488.30**

**Motion to accept, subject to audit by – E. Manriquez**

**2nd by – E. Hesse, Passed**

**correspondence**

* Echo Food Shelf
* Toys for Tots
* Sharing Tree
* Saint Peter Food Shelf
* Bench’s

A motion was made to donate $200 to each organization by E. Manriquez and 2nd by E. Hesse, Passed

**Comitee reports**

* **Holiday Party – January 18th @ the WOW ZONE in Mankato from 6pm to Midnight.**

**The menu – Southwest Fajita bar, soft drinks, laser tag, mini golf, arcade games \*without tickets awarded, bowling, and raffle prizes \*members (must stop in to enter the drawing)**

**\*\*Please respond to the survey that will be sent out, to ensure enough food will be made\*\***

**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**

**Met with CBHH management about schedule changes.**

**Sent denied grievances to arbitration.**

**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 - Matt Stenger**

**This month I have attended MSOP, FMHP and CARE/CBHH meet and confers. I have also filed a couple of different grievances and sat a couple investigations and Loudermill. Also worked on getting the holiday part set up for Jan 18th. Most recently have been trying to get the way Achievement awards are being down because their currently practice doesn’t follow the DCT Achievement award policy. I will also announce my intent to run for my current position in the union in December’s General membership meeting.**

**In Solidarity,**

**Matt**

* **Vice President - Steward Coordinator – Eric Hesse**
* **Chief Steward Lower Campus – Kyle Heinze**

**This past month I have attended NEO, had a meeting with a member and management, attended meet and confer, attended the local meeting, met with members, submitted grievances, and reached out to members reminding them to request their supervisory and personnel files at least once a year. If any members have questions or concerns, please reach out to me and I will try to help.**

* **Co-Chief Steward FMHP and Nursing Home – James Kibler**
* **Chief Steward Communications / Membership – Eric Manriquez**

**This past month, I attended the MSOP, FMHP and CARE/CBHH Labor Management meetings, the E-board & General Membership meetings, and went to CBHH Rochester for NEO and to meet with staff.**

**I also sent out some communications to the membership regarding this month’s meeting and sent out a communication regarding the AFSCME Local 404 holiday party in January 2024.**

**If any members have any questions and/or concerns, I encourage you to reach out to myself or any of the officers who would be more than willing to help answer or address them.**

**In solidarity,**

**Eric Manriquez**

**Chief Steward**

* **Chief Steward Overnights – Cory Moon**

**Cory Moon “Noc’s chief steward”- Attended meet and confer, brought up safety concerns regarding Transition services and the lack of support staff feel they have been getting from management when dealing with behavioral concerns, Won a grievance regarding overtime distribution Fielded questions from members.**

* **Chief Steward CBHH / CARE – Rick Pitts**

**I met on grievances at MSH and Care this month.**

* **Co-Chief Steward FMHP / Nursing Home – Marvin Sullivan**
* **Chief Steward MSOP – Nick Weerts**

**This last month I attended our Labor Management meeting & E-board/Gen Membership meetings. I also facilitated the Union NEO class for Forensics & MSOP, as well as the seniority lot draws for both classes.**

**I sat 4 licensing investigations for staff in MSOP and a couple of investigations for staff at the FNH. I filed a first step grievance on behalf of staff that came back as a win for the employee.**

**I was able to visit nearly all MSOP units and some various work areas for support staff to connect with employees regarding updates & concerns, etc.**

**Communication continues to be key to our success & strength, so Members are encouraged to reach out with concerns/observations. 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.**

**Happy New Year!!**

**Nick Weerts**

**MSOP Chief Steward**

**12.20.23**

* **Executive Board – Mike Hohenstein**
* **Executive Board – Jamie Schwartz**

**This month Nick Weerts and I have gone around to several units a couple of times to engage with members, inform them of what’s been going on, what’s coming up and answer any questions they have. I attended several NEO classes to help give presentation on AFSCME and welcome new members. I have also attended MSOP Labor Management Meeting, E-board Meeting, the General Membership Meeting and continue to track all grievances. It’s been a very busy several months, so I apologize for not keeping everyone updated.**

**Jamie Schwartz, E-Board**

* **Executive Board – Jacob Schoenecker**
* **Council 5 Field Representative – Suzanne Kocurek**

**Field Rep report:**

**Virtual steward training on 11/30/23**

**Worked with MMB to Resolve issue on overturn of step 1 grievance resolution. Will close case once accruals are confirmed to be added (within a few weeks.)**

**Working on confirmation of details for more information on lateral transfer placement from maintenance to grounds maintenance.**

**Will be Reviewing several grievances with local to determine what needs to be written up for arb review and notice for intent to arb.**

**Attendance at two labor management meetings, 12/14 and 12/21.**

**December 1, 2023, Council 5 Local membership number report:**

**771 members out of 881, 87.5 percent membership.**

**Thanks**

**Suzanne Kocurek**

**612-499-5786**

Old Business:

GMW shoe allowance – Management does not want to provide one. This can be brought forward during contract proposals.

LPN Lead – Management does not want to move forward with this. This can be brought forward during contract proposals.

New Business:

Nominations for Officers:

President: Ryan Cates – Uncontested

Vice President Administration: Matt Stenger – Uncontested

Vice President Steward Coordinator: Eric Hesse – Uncontested

Secretary: Steaed Doehring – Uncontested

Treasurer: Antonino Guerrero – Uncontested

Chief Stewards: James Kibler, Nick Weerts, Cory Moon, Rick Pitts, Kyle Heinze, Marvin Sullivan, Eric Manriquez – Uncontested

Executive Board: Jamie Schwartz, Mike Hohenstein, Logan Smith – Uncontested

Trustees: Jenny Mills, Thea Lillo, Cami Baune - Uncontested

The schedule for CBHH has been centralized.

Security Counselor Lead wages - new leads will be starting at step 1 of the new pay grid.

The AFSCME work group is working on the Achievement Award process – The current process does not follow the policy. The intent is to ensure it is equitable for all staff on all shifts.

[Achievement Award Policy / DHS Intranet (mn.gov)](https://dhs.intranet.mn.gov/policies-procedures-forms/policies-summary/human-resources/achievement-award-policy/index.jsp)

Good and Welfare:

Codi Dvorak has been approved for vacation donation - Codi Dvorak is an Office Administrative Specialist, Senior with MSOP. <https://workplace/dct/Lists/DCT_Annoucements/Attachments/11931/Vacation%20Donation%20Flyer%20-%20Codi%20Dvorak.pdf>

Retirements – Mike Peterson retired – Enjoy!

Dave Wiederich (Retiree) passed away – Condolences to Erin and family.

<https://gofund.me/8030965c>

**Next meeting**

Next Meeting will be held at Jake’s Pizza in Saint Peter Time: 4:30pm

Adjourned at – 5pm