

**AFSCME LOCAL 517**  
**EXECUTIVE BOARD MEETING MINUTES**  
**10/24/2016**

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In attendance: Annie Walton, Nate Arthur, Christy Harriman, Jody Johnson, Ryan Olson, Lynne Freezy, Jane Ball, Robbin Ann Rosén, Kristie Campeau-Perlock, John Ewaldt.

Meeting called to order 12:05 p.m.

1. Lynne and John talked about the package proposal to the county – take it or leave it:
  - 3% COLA in 2017. 2.75% COLA in 2018.
  - Medical insurance proposal.
    - We wanted 2 years, they said no.
  - Drop sick leave:
    - \$8,500 cash out.
    - We asked for increase to \$12,000 cash out.
  - Drop weekend differential.
  - Life insurance:
    - We asked for annual salary + \$10,000.
    - County offered \$30,000.
  - Still bargaining LEC custodian hazard pay.
  - Language in contract:
    - Regarding grievances – Affordable Care Act – if ended up with cadillac plan they could make changes – not allowed per union.
    - County wants:
      - us not to be able to arbitrate written or verbal grievances. They don't want us to file any more class actions.
      - us to get our panel of arbitrators within 14 days once a grievance at step 3.
        - a. They want to avoid dragging out grievances.
        - b. Now changing to appeal that any step 3 now gets panel of arbitrators within 9 months of step 4.
  - Tentative agreement:
    - The law changed earlier this year regarding the Fair Labor Standards Act.
    - Increased the threshold for staff getting OT (have to make \$913/week or \$46,000/year).
    - Some salaried staff work 80 hours/week.
    - Threshold changed so employees have to make more to be considered.

- The law did not consider PT staff.
- Job classification does not determine exempt/non-exempt status with this law so adding clauses so that PT and FT staff can remain in the same bargaining group.
- Issue with the 2017 Christmas holidays falling on a Sun./Mon. (not Sat./Sun.). Talk of:
  - Floating holiday for staff.
  - Staff determine which day they want as holiday – Fri. OR Tues.
  - Staff have to submit by April with seniority ruling who gets that day; pending the staffing needs.
  - Staff who work the holiday still get holiday.
- Include language in the contract regarding unplanned PTO notification:
  - Add that staff need to let supervisor know within 1 hour of start time, if not coming into work/using unplanned PTO unless medical issue prevents the notification.
  - Right now there's only language regarding sick leave notification.
- Doing a package keeps option open. County said no to package.
  - 2.75% each year.
  - 2 weeks paid parental leave.
  - Health insurance – tentative, if rest of package is accepted.
  - Drop weekend differential.
  - County will come back with package of their own.
- We countered on:
  - Life insurance:
    - Up to \$40,000 per individual instead of salary + \$10,000
    - A “no class” system is better for us all.
  - Stand back on custodian differential.
  - Floating holiday:
    - Staff take any day all year although know most take the Fri. or Tues. of Christmas holiday.
    - Handle by seniority. Have to bid for it so use it asap so don't lose it if don't get it at the end of the year.
    - Want specific language so staff understand.
    - Last time the Christmas holidays fell on a Sun./Mon. was in 2006.
  - Ability to grieve written, verbal...grievances – TA now.
  - Really close on health insurance:
    - Cover 100% increase for single coverage, 70% increase for single + 1 and family coverage ONLY for 1 year; then a reopener.
    - If we wouldn't have eliminated the \$25 co-pay plan, then we may have had a 9% increase instead of 6.2% increase. Plus tax change affected.

- The county has had a surplus for 12 years; even during years we had 0% COLA.
  - \$5 million surplus in 2015 after a \$9 million projected budget shortfall. This is the county's "rainy day" fund.
  - The 2016 county budget has enough surplus to give everyone, not just the AFSCME group, a 3-5% raise.
  - Our county earned \$1.4 million based off there surplus money.
  - Question on why no talk of a surplus before.
    - John has only been our AFSME Business Rep. since April of 2015. He assumes other business reps. looked at the financials in the past. This surplus was discovered when John sent the Washington County Financials to our International Union. One of the resources our International Union provides is the financial breakdown of the employers AFSCME bargains with. The report went into depth on how they came to have \$51.5 million in reserves on hand, about 34% of an annual budget.
  - The power at the bargaining table is the quantity of our membership. The more full members we have the more the county will feel the membership cares because full members have voting rights when it comes time to vote on the contract.
- Ramsey County will have 6 weeks paid parental leave by our next contract.
  - Washington County wants to wait for legislation to tell them to offer paid maternity leave. Our county wants to be reactive/wait to see what other counties offer.
- Other Minnesota counties are getting 2½% wage increases across the board as per the Keystone Report.
  - Most counties pay around \$75,000 for the Keystone report.
  - Washington County refused to provide their Keystone as well as the cost associated.
- County said no to LEC custodian hazard pay for working in the jail.
  - We have the lowest paid custodians in the metro area.
  - County doesn't think there's a retention issue with the custodians.
  - Custodian struggle continues.
- The fact that the county has to bargain with us is the law.
  - Politics handles this. Helps so we can negotiate our benefits.

Meeting adjourned at 1:00 p.m.

<http://afscme517.org/>

President: Lynne Freezy

Vice President: Nate Arthur

Treasurer: Barb Christianson  
Secretary: Kristie Campeau-Perlock  
Chief Steward: Jody Johnson  
AFSCME Business Representative: John Ewaldt