

AFSCME LOCAL 517

GENERAL MEMBERSHIP MEETING MINUTES

2/14/2018

In attendance: Lynne Freezy, Angela Plumbo, Jody Johnson, Taylor Winkel, Kristie Campeau-Perlock, Annie Walton, Robbin Ann Rosén, John Ewaldt, Barb Christianson, Nate Arthur.

Meeting called to order at 12:05 p.m.

1. Treasurer's Report:

- Barb handed out the January Monthly Financial Report and 2018 Proposed Budget.
 - M/S/C to approve the report by RR/JJ.
 - M/S/C to approve the budget JJ/NA.

2. Secretary's Report:

- The January meeting minutes have been posted online.
 - M/S/C to approve the report as posted by BC/AW.
- Kristie has given the approval to transition our website over to the new platform.

3. President's Report:

- 2/14/18 Working Peoples Day of Action.
- MNxMN – 2018 Beyond Resistance Conference for Activists:
 - Talked on different forms of activism
 - Lynne attended
- 2018 AFLCIO Scholarship:
 - Deadline is April 30.
 - Five recipients.
- Insurance Labor Management Committee Meeting was February 12:
 - Discussion on certification forms for student loan forgiveness:
 - Can qualify once in public service for 10 years AND made 120 qualifying payments.
 - The Trump administration is considering cutting this program.
 - Washington County employees can get a form on Washnet – other employees will need to get a certification form from their employer (need a separate one for each qualifying agency).
 - Washington County employees were surveyed about a possible onsite clinic:
 - Pretty neutral response.
 - 48% of county employees say they'd use the onsite clinic once or more/year.
 - 52% said they/family would never use an onsite clinic.
 - Surveys are vague and don't always communicate how people are feeling.
 - County is still looking at the costs.
 - An onsite clinic would save us 2 points (2%) on our premium.
 - An onsite clinic in Stillwater would cost about \$500,000 (built into premium).
 - Discussion on whether an onsite clinic would be open to just employees, employees and family, or open to the public.
 - Onsite clinic would be like a minute-clinic; for minor health issues.
 - Possibility of opening onsite clinics at the Cottage Grove & Forest Lake service centers
 - Vituwell update for HSA users (Washington County):

- We were told cost would be \$45/visit but it is now \$49/visit – HealthPartners change – not part of bargaining/ILMC.
- Looking at RFPs for our next contract:
 - HRAs and VEBAs (Voluntary Employee Benefit Arrangement):
 - a. Most unions offer VEBAs.
 - b. Employer funds the VEBA; employees don't have to use.
 - c. With a VEBA, the money stays in employer's pocket if not used annually; employee can't contribute to a VEBA and money may/may not rollover.
 - d. City of St. Paul uses VEBA.
 - e. With an HSA, it's your money and you can use it as a vehicle for retirement.
- Select Account:
 - Looking into Day 1 funds availability for HSAs – will depend on IRS rules.
 - Similar to how FSA funds are available.
 - Can be recouped by employer in the event of employee separation (HSAs).
- We had a problem with Health Partners telling employees at open enrollment time that employee prescriptions would be covered under the HSA account, but they weren't covered.
 - Because HSA funds were not available at the beginning of the year, this really financially hurt some employees with large prescription costs.
- The county is talking about increasing the voluntary life insurance to \$50,000 for new employees only:
 - The county currently covers us at \$35,000.
 - Voluntary minimum is \$25,000.
- The county is reviewing PTO cash-out, donation, and benefits programs, after review by IRS:
 - May need to dissolve these programs, if non-compliant.
- The county will be dissolving the MERSC program in a year:
 - This is the employee discount program.
 - It costs the county \$200/year.
 - Comparable replacement programs are much more expensive (eg., \$12,000 for one).
- Pre-retirement Workshop on March 19, 2018 is full:
 - HR is checking into allowing more employees to attend this workshop.
 - Currently, only 56 can attend.
 - Washington County employees should request to be on waiting list.
- Update on 2018 Open Enrollment changes for Washington County.

4. Business Rep. Report:

- The state has approved some AFSCME contracts but not others.
- Washington County Commissioner, Karla Bigham, won the House (SD54) seat so now a Commissioner spot is open.
 - Karla was a big supporter of workers/unions.
- Memberlink – all union members should go to this site to register.
- Day on the Hill (DOTH) is March 20.
- Stillwater Library ratified a 2-year contract for 2½% / 2½%.
- We have a new steward at the City of Stillwater who needs training.
- Our chief steward Carol Hanson has been busy lately.
 - We still need more stewards.
- Have a grievance in which an employee is on union leave but the county wants to terminate the employee.
- Financial Responsibility Training:
 - We still have some board members who need to attend this training.
- CDA is reopening.
- The Janus Supreme Court Case:

- Oral arguments are on February 26.
- If AFSCME loses, we'll go "Right to Work" by July.

5. Old Business:

- Day on the Hill (DOTH) budget approved for \$2,500.
 - Five are planning to attend.
 - We have space for six to attend.
 - You can register online.
 - M/S/C to just pay lost time and registration fee for DOTH attendees.

6. New Business:

- Officer Elections/Nominations at the March General Membership Meeting:
 - All officer positions, with the exception of two trustee positions, will be up for election.
 - Looking for nominations for Recording Secretary and Trustee.
 - If interested in Recording Secretary position, contact Kristie Campeau-Perlock.
 - If interested in the Trustee position, contact Jane Ball.

7. Good & Welfare:

- None.

Motion to adjourn at 1:05 p.m. M/S/C.

<http://afscme517.org/>

Find us on our [Facebook page](#) or search "AFSCME Local 517"

President: Lynne Freezy

Vice President: Angie Plumbo

Treasurer: Barb Christianson

Secretary: Kristie Campeau-Perlock

Chief Steward: Jody Johnson (exempt) and Carol Hanson (non-exempt)

AFSCME Business Representative: John Ewaldt