

AFSCME LOCAL 517
GENERAL MEMBERSHIP MEETING MINUTES
3/14/2018

In attendance: Barb Christianson, Jane Ball, Angela Plumbo, Taylor Winkel, Jody Johnson, Robbin Ann Rosén, Adam Snegosky, Lynne Freezy, Kristie Campeau-Perlock.

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

1. Treasurer's Report:

- Barb handed out the February Monthly Financial Report.
 - M/S/C to approve the report by JJ/RR.

2. Secretary's Report:

- Kristie attached the February meeting minutes to the agenda email sent to the membership because the new website hasn't launched yet and we've stopped posting to the current website because it will be deactivated soon.
 - M/S/C to approve the report as posted by BC/RR.
 - Received good feedback about last month's meeting minutes being attached to this month's meeting agenda email. In the future, we should attach the previous month's minutes and link them through the website to the words Secretary Report in the agenda.

3. President's Report:

- AFSCME Council is getting new payroll software.
 - Only HCA or direct deposit will be available in the future.
 - See Barb for direct deposit form.
 - Paydates will be the 15th and 30th of each month, when implemented
 - Barb will now need to login and initiate/authorize expense payments.
 - The treasurer entering submissions online (securely) will help get rid of missing paperwork (not an issue for our local).
 - Still in process; expected to be running in a few months.
- St. Paul Regional Labor Bowl on Thurs., May 3:
 - Benefits labor studies.
 - Ramsey and Washington County.
 - Can do a cash donation. This is not an event you can get lost time for.
- Day on the Hill (DOTH) is March 20:
 - Lynne can't attend now but Jody J., Taylor W., Angela P., Nate A., Jane B. and Sara A. will be attending.
- County wants to terminate a county employee who is on leave of absence:
 - Employee has been on a leave of absence for a year now to work at an AFSCME Council 5 position.
 - She does not get her Washington County benefits while working the union job.
 - If/when she returns to her Washington County position, she will start where she left (likely at the bottom of seniority).
 - County feels they shouldn't have to keep employee's position for her and that she'll likely bump someone out of that position when/if she returns. County feels they can't find someone to fill that position knowing they could be bumped out of it.
 - Discussion of how county jobs open all the time as employees come and go.

- There's a law that protects employees who help support their unions by working in union positions.
- Washington County has one incident of an employee who left (union-related) but that employee resigned from their county position. At that time we didn't have language in our contract about a leave of absence, but we do now.
- Our union representative, John Ewaldt, is on the same type of leave of absence from Ramsey County where he's a child support officer.
- There are employees all over the state on leaves of absence to work union positions.
- This has never been an issue for Washington County.
- The Washington County employee on leave of absence is at Step 4 in the grievance process.
- Insurance-Labor Management Committee (ILMC) meeting was cancelled this month.
- Memberlink:
 - We are urging all of our AFSCME 517 membership to visit afscmemn.org to create an account.
 - With this account, you can update your mailing address and contact information so you can continue to receive notices from the Council office.
 - On the afscmemn.org site, click on Memberlink on the right side of the navigation bar.
 - a. You can sign up for an account if you don't have one.
 - b. Enter your username and password once you have an account then your street name or P.O. Box.
 - i. If you have a street name/P.O. Box change, enter your former street name/P.O. Box when signing in then enter the new information in the system.
 - c. Memberlink does not let you update your phone number or email address so you'll need to call the MAAC line (651-450-4990) for this.
 - If you are not a full member, you can electronically fill out a membership card on the website.
 - If you're a PEOPLE contributor, you can add or change your PEOPLE contributions on Memberlink.
- HR is concerned about one of our chief stewards showing up to all employee grievance/disciplinary meetings even if the employee doesn't request a steward.
 - HR gives us late notice of grievance/disciplinary meetings.
 - Employees have Weingarten rights – right to have union representation at such meetings.
 - Employees need to stand up to their employer and refuse to be at such meetings unless they have a union representative present.
 - a. Police officers do this – we hear about it in the media.
 - The county has said if they know a union rep. is coming, they'll wait to have the meeting.
 - HR says employees have a right to union representation but they don't give employees a list of union stewards names – just one or so.
- AFSCME 517 Officer Election Results:
 - President: Lynne Freezy
 - Vice President: Angela Plumbo
 - Secretary: Taylor Winkel
 - Treasurer: Barb Christianson
 - Executive Board Member 1: Robbin Rosén
 - Executive Board Member 2: Annie Walton
 - Executive Board Member 3: Nate Arthur
 - Trustee 1: Carissta Arndt

- Chief Steward – Non-Exempt: Carol Hanson
- Chief Steward – Exempt: Jody Johnson

4. Business Rep. Report:

- John was not present at this meeting.

5. Old Business:

- Working People’s Day of Action was February 24 Feedback
 - Thousands of working people and our allies stood up for our freedom to come together in strong unions and fight. Fight for equitable pay. Fight for affordable health care, quality schools, vibrant communities, and a secure future for all of us. They demanded an end to a system that’s rigged against working people.
 - This was phenomenal. Lasted 2 hours. Had great speakers. The mayor was there as well as the outgoing AFSCME Council 5 director.
- Screening of candidates for the open Washington County positions.
- We’re getting updated letters in our union new employee welcome packets.
- Janus vs. AFSCME Council 31:
 - Oral arguments February 26th
 - If Janus succeeds, fee payers will not be required to pay any dues which means our members will be paying for the union benefits for all the membership.
 - Decision expected in June.

6. New Business:

- None.

7. Good & Welfare:

- None.

Motion to adjourn at 1:00 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: Taylor Winkel

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

AFSCME Business Representative: John Ewaldt

Contact AFSCME Council 5:

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